



## **Executive Summary**

### *College of Alameda Student Equity and Achievement Plan (2025–2028)*

The College of Alameda (CoA) is proud to submit its 2025–2028 Student Equity and Achievement (SEA) Plan, which builds upon the lessons of the 2022–2025 cycle while charting a more intentional, data-driven, and race-conscious path forward. Grounded in the principles of equity, accountability, and student success, this plan reflects the collective work of faculty, classified professionals, administrators, and—critically—students, whose voices are embedded in every stage of planning and evaluation.

## **Commitment to Equity and Student Voice**

The College has advanced its pursuit of equity through two landmark initiatives: applying for designation as a Black Serving Institution (BSI) and aligning with Title V STEM priorities. While unfunded, the BSI designation signals CoA's unwavering commitment to dismantling systemic barriers for Black/African American students, who represent nearly 18% of the student body and remain the most disproportionately impacted across all SEA metrics. Student voice remains central to this work, with representation on every major committee and ongoing engagement through surveys, retreats, and advisory councils.

## **Goals and Metrics**

The Plan sets clear, measurable goals across five core metrics:

- **Successful Enrollment**
- **Completion of Transfer-Level Math and English**
- **Persistence (First Primary Term to Secondary Term)**
- **Completion of Degrees and Certificates**
- **Transfer to Four-Year Institutions**

For each metric, CoA has identified disproportionately impacted populations—including Black/African American, Hispanic/Latino, low-income, female, male, first-generation, and White student groups—and established both a baseline goal to eliminate disproportionate impact and a long-term goal to fully close equity gaps by 2030.



### **Strategies and Structural Changes**

To meet these goals, the College is implementing systemic strategies that combine academic and non-academic supports:

- Expansion of **Umoja, Puente, ACCESO, and other learning communities** to embed culturally responsive instruction and holistic student services.
- Strengthened **guided pathways** with milestone checkpoints, clear program maps, and Zero Textbook Cost (ZTC)/Open Educational Resource (OER) options.
- Proactive **counseling and case management**, supported by intrusive advising, early alerts, and equity dashboards.
- A new **Learning Communities Center** that co-locates basic needs, academic supports, and student affinity programs.
- Targeted **partnerships with K–12 schools, CSUs, UCs, HBCUs, and industry** to expand dual enrollment, articulation agreements, transfer pipelines, and career pathways.

### **Accountability and Continuous Improvement**

The College has embedded equity-centered evaluation into its annual Program Review process and SEA Committee oversight. Data will be disaggregated by race/ethnicity, gender, and student group, reviewed each spring, and made publicly available through a comprehensive SEA Data Report. These annual reviews, coupled with longitudinal evaluations at the end of the cycle, will inform resource allocation, policy changes, and professional development priorities.

### **Integration with Vision 2030**

The SEA Plan aligns with *Vision 2030: A Roadmap for California Community Colleges* by advancing equity in access, success, and workforce outcomes. Key priorities include raising Black transfer rates to 32% by 2030, expanding equitable dual enrollment opportunities, strengthening workforce pipelines through Strong Workforce and Perkins integration, and addressing basic needs insecurities with housing and food assistance programs.



**COLLEGE OF  
ALAMEDA**

**College of Alameda**  
555 Ralph Appezato  
Memorial Parkway  
Alameda, California 94501  
[alameda.edu](http://alameda.edu)

### **Conclusion**

Through this Plan, the College of Alameda commits to advancing equity with intentionality, transparency, and measurable impact. By aligning resources, redesigning structures, and embedding student voice at every level, CoA will ensure disproportionately impacted students not only enroll and persist, but also complete their educational goals, transfer successfully, and achieve meaningful economic mobility.

*Melanie Dixon*

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President, College of Alameda