

Student Equity and Achievement Program (SEAP) Plan: 2022-25



What is it?

A [State Chancellor's Office Program](#) established in 2018. It combines three sources of categorical funding (Student Equity, Basic Skills, and Student Services and Support Program) and, each year, Cañada receives approximately \$1,793,852 in SEAP funding from the State. In order to be eligible for these funds, the College must submit a new, 3-year Plan for taking action and responsibility for inequities experienced by racially minoritized student populations at our colleges. The Plan should align with our [Guided Pathways efforts](#) and our [Vision for Success Goals](#).

- ✓ It helps us raise awareness and prioritize actions that serve student populations experiencing the disproportionate impact at the colleges. Here's a [dashboard that helps us understand which student groups might be disproportionately impacted](#).
- ✓ It requires us to identify a disproportionately impacted student group for each of five aspects of the student journey to focus on over the next three years. So far, Cañada's SEAP writing team has identified the following groups:

Student Outcome Metrics SEAP focuses on:	Disproportionately Impacted Student Population for each SEAP Metric (on which we could focus 2022-25)
Successful Enrollment in the first year	Black/African American Students
Completed Transfer Level English and Math in the first year	Hispanic/Latinx Students
Persistence: First Primary Term to Subsequent Primary Term	Filipino Students
Attained the Vision for Success Definition of Completion within three years	Hispanic/Latino Male Students
Transferred to a Four-Year Institution within three years	Hispanic/Latinx Students

What is it not?

The SEAP Plan is not everything we want to do/accomplish when it comes to equity. Our campus vision for equity & antiracism can be bigger and bolder than this, so as part of the SEAP planning process, we look forward to tracking additional ideas, goals, and action items to bring forward as part of a more expansive equity action plan.

Who is working on it?

Cañada's Academic Committee for Equity and Success (ACES) is responsible for developing and bringing a draft SEAP Plan to the Planning & Budgeting Council this fall for submittal to the State by November 30. An ACES subcommittee (writing group) has been working on it and has the following members: Alison Field, ACES Faculty Coordinator; Mary Ho, ACES Co-Chair; Manuel Alejandro Pérez, ACES Co-Chair; Max Hartman, Dean of Counseling (SSSP lead); David Reed, Dean of ASLT (Basic Skills lead); Ludmila Prisecar, VPAS (SEAP Budget); Karen Engel, Dean of PRIE; Alex Claxton, PRIE Analyst. Interim VPI, Chialin Hsieh recently joined the group and will be reaching out to instructional divisions and departments to gather input.

Timeline and opportunities to provide input:

The final plan is due November 30. The ACES SEAP writing team will be hosting a Flex Day session on October 12. Drafts of the SEAP Plan will be discussed at: IPC (October 21); Classified Senate (October 27); Academic Senate (October 27); PBC (October 19 and November 2 (action)); and **SSPC (October 26)**. Questions? Interested in providing input? Please contact one of our ACES Tri-Chairs: Alison Field, Mary Ho or Manuel Alejandro Pérez.