

Section 11: Intensive Focus on Population(s) Experiencing Disproportionate Impact

Equity Focus: Black/African American Students – Term-to-Term Persistence

Black/African American students at SBVC continue to experience disproportionate impact in term-to-term persistence and Vision Goal completion. To address these gaps, SBVC will implement intentional strategies that provide targeted support, strengthen engagement, and ensure equitable outcomes.

Action Plan 1: Intrusive Counseling and Early Alert Systems

- Implement proactive counseling interventions to identify students at risk of not persisting.
- Use early alert technology to flag attendance, academic performance, and financial aid challenges.
- Connect students immediately to advising, tutoring, and financial resources.

Measurement of Success: Track persistence rates of Black/African American students flagged by early alert compared to those not flagged, aiming for year-over-year improvement and parity with overall student persistence rates by 2030.

Action Plan 2: Culturally Responsive Learning Communities and Mentorship

- Expand culturally responsive learning communities that affirm identity and provide academic support.
- Pair students with faculty/staff mentors and peer mentors to strengthen belonging and accountability.
- Offer workshops focused on transfer readiness, financial literacy, and career planning.

Measurement of Success: Monitor participation rates in learning communities and mentorship programs and compare persistence and completion outcomes of participants versus non-participants. Target: close the persistence gap by 2030.

Support Commitment

SBVC will support Black/African American students by embedding equity into curriculum, instruction, and student services. This includes culturally responsive pedagogy, expanded financial aid outreach, and intentional community-building efforts. By aligning these supports with Vision 2030, SBVC ensures that persistence and completion outcomes reflect the true potential of all students.

Equity Focus: Hispanic/Latine Students – Transfer to Four-Year Universities

Hispanic/Latine students at SBVC experience disproportionate impact in lower transfer rates to four-year universities. To close these gaps, SBVC will implement intentional, equity-driven strategies that strengthen academic pathways, provide culturally responsive support, and ensure successful transfer outcomes.

Action Plan 1: Strengthen Guided Pathways and Transfer Readiness

- Expand guided pathways with clear milestones for transfer preparation.
- Provide intrusive counseling focused on transfer planning, financial aid literacy, and academic advising.
- Partner with four-year universities to streamline articulation agreements and transfer workshops.

Measurement of Success: Track annual transfer rates of Hispanic/Latine students, comparing progress against baseline data. Target: year-over-year increase in transfer rates, with parity achieved by 2030.

Action Plan 2: Expand Culturally Responsive Learning Communities and Mentorship

- Enhance learning communities that affirm cultural identity and provide academic support.
- Pair students with faculty/staff mentors and peer mentors to strengthen belonging and accountability.
- Offer workshops on career readiness, leadership, and navigating university systems.

Measurement of Success: Monitor participation rates in learning communities and mentorship programs. Compare persistence and transfer outcomes of participants versus non-participants. Target: close persistence and completion gaps by 2030.

Support Commitment

SBVC will support Hispanic/Latine students by embedding equity into curriculum, instruction, and student services. This includes culturally responsive pedagogy, expanded financial aid outreach, and intentional community-building efforts. By aligning these supports with Vision 2030, SBVC ensures that Hispanic/Latine students achieve equitable transfer outcomes and thrive both academically and personally.