

Executive Summary

2025-2028 Student Equity Plan

Victor Valley College identified disproportionately impacted (DI) student populations for each student success metric using PPG-1 methodology. Across the five metrics—Successful Enrollment, Completion of Transfer-Level Math and English, Persistence, Completion, and Transfer—the following DI student groups were prioritized: **Black or African American students, Hispanic students, Male students, First-Generation students, Students with Disabilities (DSPS), LGBTQIA+ students, Veterans, and Economically Disadvantaged students.**

Goals Set for These Student Groups

VVC’s overarching goal is to eliminate disproportionate impact by 2028 and fully close equity gaps across all metrics, supporting Vision 2030’s call to increase equitable access, success, and completion. Specific goals include:

- Increasing enrollment for Black, Asian, White, and Non-Binary applicants by reducing time-to-matriculation and expanding “One and Done” enrollment events.
 - Raising Transfer-Level Math and English completion among Black and Male students by creating themed learning communities and embedding culturally responsive instruction.
 - Improving persistence rates for Black, Hispanic Male, First-Generation, and LGBTQIA+ students through proactive outreach, belonging-focused programming, and early alert systems.
 - Increasing degree and certificate completion for Black, Hispanic Male, DSPS, and First-Generation Male students by aligning advising, peer mentorship, and degree audit data.
 - Improving transfer rates for Economically Disadvantaged, Hispanic, and Male students by cultivating a campuswide transfer culture, expanding alumni mentorship, and demystifying financial aid and housing processes.
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Initiatives to Achieve These Goals

The 2025–28 Equity Plan builds on proven initiatives from the 2022–25 cycle, including:

- **Data-Informed Equity Practice:** Expanding faculty access to disaggregated course-level data and using student journey maps to identify and remove systemic bottlenecks.

- Scaling the offering of Zero-Textbook Cost and Low-Textbook Cost (ZTC/LTC) courses, facilitated primarily through OER adoption, to eliminate financial barriers and ensure equitable access to high-quality learning materials for all students.
 - Student Engagement Centers & Peer Mentorship: Deepening identity-affirming engagement through Umoja, LGBTQIA+ Pride Center, STEM/MESA, and Student Engagement Centers; expanding peer mentors and success teams to reach DI students earlier.
 - Race-Conscious Professional Learning: Continuing faculty and staff development on culturally responsive pedagogy, Caring Campus, and equity-minded advising.
 - Transfer Culture Campaign: “Pave the Path to Transfer” by highlighting alumni success, university partnerships, and the economic and social value of higher education.
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Resources Budgeted to Support These Goals

Student Equity and Achievement (SEA) Program funds will continue to support:

- Personnel for Engagement Centers, Success Teams, Peer Mentorship, and Data Equity Analysis
 - Expansion of OER incentives and faculty professional development
 - Funding for student-led inquiry, focus groups, and campuswide campaigns that elevate student voice
 - Targeted outreach and belonging events for DI populations
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Expenditures from the 2022–25 Equity Plan

From 2022–2025, VVC allocated SEA resources to:

- Establish and sustain Student Engagement Centers and peer mentor programs
 - Fund Caring Campus and equity professional learning
 - Support faculty OER conversions and culturally relevant curriculum redesign
 - Develop student journey maps and equity dashboards
 - Provide direct student aid (book vouchers, technology, emergency grants) for DI students
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Assessment of Progress from 2022–25 Goals

VVC made significant progress in fostering an institutional culture of equity and belonging. The college reduced gaps in persistence and course success for Black and Hispanic students, expanded access to OER, and increased engagement among DI populations through its Student Engagement Centers. Faculty professional development and data-informed decision-making improved awareness of equity gaps at the course level, while journey mapping clarified systemic barriers. These advances laid a strong foundation for continued transformation under the 2025–28 plan.

District Official for Further Information

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