



A Framework for Understanding the 2025–2028 SEA Plan

We recognize that not everyone across our campus community shares the same level of familiarity with the **Student Equity and Achievement (SEA) Program** or the planning process behind it. These notes are meant to provide context and clarity—a brief overview of how the plan was developed, what it represents, and how to read it within the broader story of Solano’s ongoing equity work.

The **Student Equity and Achievement (SEA) Plan** reflects Solano College’s shared commitment to creating the conditions where *every student* can learn, belong, and succeed. More than compliance, it is a compass and roadmap that allows for flexibility as new insights and opportunities emerge.

Our Focus Populations

Through careful analysis of campus and statewide data—and broad dialogue across the college community—Solano identified three student populations for intentional focus in this plan:

Black/African American, Latinx/e, and LGBTQ+ students. These groups experience disproportionate impact across multiple measures of success, and centering their experiences strengthens outcomes for all students.

Campuswide Collaboration

This plan is the product of collegewide collaboration and reflection that began in Spring 2024, when the college reviewed data on our college’s disproportionately impacted student populations compiled by the Chancellor’s Office. From there, campus stakeholders expressed broad agreement on the three focus populations, and the **SEA Planning and Implementation Committee (SEA Workgroup)**—composed of students, faculty, classified professionals, and administrators— began facilitating the development of the plan as a follow-up to the previous SEA Plan, reviewing progress made and lessons learned to inform this next phase of work.

Feedback and engagement these past 8 months have also occurred through:

- Division and department meetings
- Management-level discussions
- Academic Senate and ASSC meetings
- Collegewide forums and planning retreats
- Biweekly SEA Workgroup meetings
- Individual conversations across campus

- Input from identity-based programs, learning communities, and student leaders

The final draft integrates these many voices and perspectives, reflecting our shared priorities and a deepened understanding of what equity work requires.

Making Meaning of the Data

Data provide a foundation for this plan, but they represent only part of the picture. Most of our data come from the Chancellor's Office, using statewide definitions that don't always capture the full complexity of our students' experiences. Solano also set ambitious local goals in the 2022–25 SEA Plan; while several were not fully met, the college made measurable progress and gained insight that informs this next phase. The task ahead is to use data thoughtfully—to recognize both its limitations and its value, to identify where progress is occurring, and to refine strategies where gaps remain.

SEA Plan Purpose and Intent

The SEA Plan helps Solano drive **institutional change** by doing the following:

- Identifying and reducing persistent equity gaps
- Aligning student services, instruction, and institutional culture
- Strengthening cross-divisional collaboration and shared accountability
- Advancing policies, practices, and structures that remove systemic barriers
- Keeping student voice and experience at the center of our decisions

Looking Ahead

This plan captures the collective insight, commitment, and creativity of people across our campus community. Once it is **certified by the Chancellor's Office**, the **real work begins**: coming together to **discuss, design, and implement** the goals and strategies outlined here.

This next phase is where the plan comes to life—through ongoing dialogue, collaboration, and shared action rooted in the belief that equity and student success is a shared responsibility we are privileged to hold.