



Student Equity & Achievement Plan (2025-28) EXECUTIVE SUMMARY

Solano Community College's 2025–28 Student Equity and Achievement (SEA) Plan builds on the progress and lessons of the 2022–25 cycle while marking a pivotal new chapter in the College's journey as a federally designated Hispanic-Serving Institution (HSI). This designation affirms Solano's demographic reality and deepens its responsibility to advance equity for the region's Latinx/e communities while sustaining its ongoing focus on Black student success and emerging priorities for LGBTQ+ inclusion. As the cornerstone of Solano's broader Diversity, Equity, Inclusion, and Accessibility (DEIA) framework, the SEA Plan seeks to translate these values into measurable actions that transform institutional practice. Informed by both quantitative data and the lived experiences of students, faculty, and staff, the Plan centers institutional transformation—embedding belonging, accountability, and student-servingness into every structure and practice.

Our equity work is strongest when we move forward together. The new SEA Plan continues the college's deep commitment to Black student success while expanding our focus to other student groups who also face persistent barriers and are increasingly vulnerable in today's political climate. Progress is not a zero-sum endeavor; sustainable change comes from coalitions, shared responsibility, and a willingness to act on what the data and our students tell us.

STUDENT POPULATIONS AND QUANTITATIVE GOALS

The 2025–28 SEA Plan establishes goals for **Black/African American, Latino/x/e, and LGBTQ+ students**, identified as the primary disproportionately impacted (DI) populations for intensive focus.

Solano Community College adopts the quantitative goals proposed by the Chancellor's Office for each of the five SEA metrics and corresponding disproportionately impacted student populations, which guide our efforts to close equity gaps and improve outcomes across all disproportionately impacted populations. We note the following student populations experiencing disproportionate impact for each metric:

- **Successful Enrollment** – White students.
- **Transfer-Level Math and English** – Black/African America, Economically Disadvantaged Males, First Generation, Hispanic Males, LGBTQ+.

- **Persistence** Black/African American, Economically Disadvantaged Males, First Generation, Hispanic Males, LGBTQ+, Foster Youth.
- **Completion** – Black/African American, Economically Disadvantaged Males, First Generation, Hispanic, White Males.
- **Transfer** – Economically Disadvantaged, First Generation, Hispanic, Males.

MAJOR INITIATIVES TO ACHIEVE THESE GOALS

Representation, Identity, and Belonging

Solano will strengthen its network of culturally affirming programs that build community, leadership, and student voice. Core initiatives include the continued growth of A2Mend, *Girl, Yes You Can!*, the Black Student Union, and the Black Cultural Center, alongside the expansion of Puente, the Pride Center, and the AANHPI Student Success program. Building on the success of community-centered events from the previous plan—such as the Black Family BBQ and Cultural Center programming—the College will develop similar culturally rooted and relationship-based gatherings for Latinx/e and LGBTQ+ students, designed to celebrate identity, foster belonging, and strengthen campus connection. Looking ahead, the College will also explore the development of a Multi-Cultural Center for Advocacy and Belonging—a shared space that fosters intersectionality, coalition building, and cross-community dialogue among all students. The Multi-Cultural Center could also host our Brave Spaces series that fosters cross-cultural understanding, community healing, and coalition building among students and employees.

Holistic and Integrated Student Support

The College is building an interconnected system of care that addresses both academic and basic needs. Expanded Basic Needs Center operations, the Falcon Flyer vanpool, the BRIDGE behavioral intervention team, and increased Wellness Center programming ensure that transportation, food, housing, and mental-health barriers do not impede progress. The expansion of the Student Success Team pilot program will connect Counseling, Financial Aid, EOPS, the Accessibility Services Center (ASC), and Basic Needs into a coordinated case-management model that provides proactive outreach and real-time referrals. The College affirms that accessibility—both physical and digital—is fundamental to equity, ensuring that all students can fully participate in academic and campus life. These holistic supports will be strengthened and scaled across all three campuses, ensuring equitable access to services for students at the Vacaville and Vallejo Centers as well as the Fairfield campus.

The College also acknowledges a growing demand for mental-health services post-pandemic and will expand clinician capacity, peer wellness programming, and embedded mental-health support across campuses. Expanded noncredit and Credit for Prior Learning options will offer returning adults, veterans, and working learners new pathways to accelerate degree completion. This integrated model advances persistence, retention, and completion across all disproportionately impacted student populations.

Equity-Centered Teaching and Learning

Solano continues to invest in faculty development and classroom innovation that transform teaching and learning through an equity lens. The Teaching4Equity program, the Center for Educational Excellence, and the Student Equity and Success Council, and the Office of Student Equity and Success are fostering a growing culture of collaboration between Instruction and Student Services—affirming that equitable learning outcomes depend on shared commitment and coordination across divisions. The Department Chair pilot, launched this year, further strengthens alignment by embedding consistent communication and shared accountability within instructional areas. We would like to explore faculty learning communities and support culturally relevant curriculum and pedagogy, supported by Zero- and Low-Cost Textbook adoption and multilingual tutoring pilots. The College seeks to expand curriculum discussions to include Ethnic Studies, with attention to Latinx/e and LGBTQ+ Studies, ensuring students increasingly see their identities and experiences represented in the classroom.

Technology, Data, and Continuous Improvement

The College is implementing new tools to personalize outreach and strengthen accountability. A campus-wide CRM system, redesigned Early Alert, and student-facing Degree Works dashboards will provide timely communication, progress tracking, and nudges that help students stay on path. Emerging AI-assisted analytics and predictive tools will enable earlier identification of students in need of support while ensuring that technology enhances—not replaces—the human relationships central to student success. Accessibility standards and universal design principles should guide all technology upgrades, from digital content to learning platforms and analytics tools. Continuous use of disaggregated data—both quantitative and qualitative—will drive evidence-based decisions that close equity gaps and measure institutional progress.

Workforce, Career, and Transfer Pathways

Guided by *Vision 2030*, Solano will align equity with economic mobility through strengthened career education, transfer, and credit-for-prior-learning pathways. The Strong Workforce and Perkins programs will expand partnerships with regional industries, adult schools, and reentry programs. The CSU–Solano “Communiversity” Partnership will create dual-admission opportunities and localized transfer pipelines, while expanded Career Services integration ensures every degree or certificate leads to tangible employment outcomes. NextUp, CalWORKs, and EOPS will connect educational planning with paid internships, childcare access, and work-study placements—reducing time to completion and improving long-term student stability. Solano’s Career and Technical Education (CTE) programs will expand outreach to disproportionately impacted students and strengthen work-based learning partnerships that connect classroom learning with high-demand regional careers.

Culture, Professional Learning, and Shared Accountability

Equity transformation depends on people and shared purpose. Through joint professional learning, affinity-based employee networks, and cross-divisional collaboration, Solano is fostering a culture where equity is everyone’s work. The College affirms the bi-directional relationship between Academic Affairs and Student Services—each equally accountable for student success, persistence, and completion. This work is guided and strengthened by the

President’s Advisory Council on Diversity, Equity, and Inclusion (PAC-DEI), re-launched this year to align institutional equity initiatives, professional learning, and planning efforts under a unified framework of purpose and goals. Professional learning will also build responsible AI literacy and cultural fluency, ensuring faculty and staff are prepared to integrate emerging technologies ethically and equitably into teaching and support practices. These investments in people and coordination will sustain the human infrastructure that underpins every metric and objective in this plan.

RESOURCES AND BUDGET ALIGNMENT

The 2025–28 Plan continues the strategic use of Student Equity and Achievement (SEA) categorical funds to sustain and expand direct services, cultural programming and events, faculty hires, classified positions such as tutoring, outreach, and student services, and professional learning across the College.

Solano’s practice of braiding funds—a strategy endorsed by the Chancellor’s Office—remains a cornerstone of the College’s approach to achieving equity goals. SEA funds will be aligned with and complemented by Basic Needs, Strong Workforce, Perkins, mental health, AANHPI, A2MEND, and LGBTQ+ categorical grants to maximize collective impact and ensure fiscal sustainability.

These funding streams collectively support:

- Hiring: faculty, classified employees, temp employees, student workers
- Faculty reassignments for equity initiatives, e.g., Student Equity & Success, Teaching4Equity
- Identity-affirming student programs and cultural centers
- Basic Needs and mental-health expansion
- Professional learning and leadership development
- Faculty and staff resources that strengthen student-facing services
- Technology investments in CRM, Early-Alert platforms, and data dashboards
- Case-management staffing and Student Success Teams

Through this integrated resource strategy, Solano will continue to invest in the people, programs, and systems that create equitable pathways to access, persistence, and completion for all students.

Contact for Further Information

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2022–25 SEA PLAN EXPENDITURES

Expenditure Category	22FY	23FY	24FY	25FY
Certificated Salaries	\$ 542,273.77	\$ 877,388.23	\$ 823,702.42	\$ 784,442.38
Classified Salaries	\$ 590,930.08	\$ 728,216.08	\$ 921,472.99	\$ 1,396,174.32
Salary Benefits	\$ 369,183.22	\$ 498,731.19	\$ 480,809.17	\$ 658,361.51
Supplies and Materials	\$ 35,096.78	\$ 26,951.20	\$ 152,052.47	\$ 145,966.78
Other Operating Expenses and Services	\$ 411,524.73	\$ 803,255.25	\$ 540,825.64	\$ 909,433.42
Capital Outlay (Equipment)	\$ 20,021.58	\$ 28,746.34	\$ -	\$ 11,831.43
Student Aid	\$ 66,685.88	\$ 145,480.58	\$ 6,000.00	\$ -
TOTAL	\$ 2,035,716.04	\$ 3,108,768.87	\$ 2,924,862.69	\$ 3,906,209.84

2022-25 PROGRESS ASSESSMENT

The 2022–25 cycle produced several important advances that now serve as the foundation for deeper impact in the next plan. These included the launch of the **Falcon Flyer vanpool service**, expansion of **housing and Basic Needs supports**, hiring new **counseling faculty**, creation of an **Outreach Specialist** role, and the development of the **Black Student Cultural Center**. The College also expanded **services at the Vacaville and Vallejo Centers**, reinstated **HBCU campus tours**, continued support for student organizations such as **A2MEND** and **Girl, Yes You Can!**, and sustained **Teaching4Equity** and related faculty professional-learning efforts. In addition, the activation of the **Strategic Enrollment Management Committee** strengthened institutional coordination across enrollment, outreach, and onboarding. Across all named activities in the 2022–25 SEA Plan, **27% were completed within the three-year cycle, 54% were started and remain in progress, and 16% were not initiated**, indicating steady movement on the majority of planned initiatives despite capacity constraints.

At the same time, it is important to acknowledge that several ambitious quantitative goals for Black students were not fully met, despite focused effort and targeted investment. These shortfalls reflect both the complexity of systemic equity work and internal challenges such as staff turnover, workload demands, and limited implementation bandwidth — factors that influenced the reach and consistency of several initiatives. Being candid about these challenges is essential to institutional integrity and continuous improvement.

These reflections are drawn from institutional data, campuswide dialogue, and feedback from students, faculty, staff, and governance committees, ensuring that this assessment represents a collective understanding of both Solano’s achievements and the work that remains ahead.

LOOKING AHEAD

Solano Community College has made a sustained and growing commitment to advancing Black excellence and prioritizing inclusion for our most marginalized students. As a newly designated Hispanic-Serving Institution, and with our explicit commitment to LGBTQ+ students, Solano enters the 2025–28 cycle with both resolve and humility. The College recognizes that achieving equity requires constant reflection and structural change, not declarations of arrival. Guided by student voice, practitioner feedback, and data-informed practice, Solano will deepen its focus on creating environments where every student—particularly those from communities experiencing persistent systemic bias and heightened vulnerability—feels seen, safe, and supported.

To ensure strong implementation of the 2025–28 SEA Plan, the College will establish a **project** management framework to guide the plan’s rollout, monitoring, tracking, expenditures, and evaluation. This framework will include clear timelines, roles, and reporting structures, with scheduled progress updates at key milestones to campus leadership and governance bodies. Through this structured approach, Solano aims to strengthen accountability, maintain alignment across divisions, and ensure that equity efforts remain coordinated, transparent, and responsive to student needs.

RECOGNITION AND APPRECIATION

We would like to acknowledge and thank the members of the Student Equity & Achievement Workgroup for facilitating campus-wide planning, with a special mention to the following SCC employees who have contributed to the writing and editing of the SEA Plan 3.0.

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