

Student Equity and Achievement Program

Equity and Antiracism Planning Council Report to
Planning and Budget Council

May 6, 2026

Student Equity and Achievement Program

2026-2028



Scan this QR Code for the SEAP website and full plan with descriptions.

Metric 1: Enrollment

Disproportionately impacted students: first gen, Black/African American, LGBTQIA2SP+ (State data: Asian, White, ~~male~~— male no longer in state data)

- Action 1:** Anti-racist marketing campaign
- Action 2:** Implementing listening session feedback
- Action 3:** Inviting feeder schools to Black excellence event
- Action 4:** LGBTQIA2SP+ specific marketing materials

Metric 2: Math & Engl.

Disproportionately impacted students: first gen, female, AANHPI female, LGBTQIA2SP+, Latinx

- Action 1:** New focus on 2nd attempts of courses
- Action 2:** New classroom intervention
- Action 3:** Strengthening embedded tutor support
- Action 4:** Data-informed curriculum development

Metric 3: Persistence

Disproportionately impacted students: male, (State data: Asian male, female, Filipino, White)

- Action 1:** Assess and strengthen Early Alert System
- Action 2:** Centralize + update student work opportunities
- Action 3:** Male career interest focus groups/assessment
- Action 4:** Supporting B.A.M. efforts

Metric 4: Completion

Disproportionately impacted students: LatinX

- Action 1:** Assess /adjust nights, online, weekends prog.
- Action 2:** Find new alternatives for transportation
- Action 3:** Increase use of culturally relevant curriculum
- Action 4:** Increase support for technology needs

Metric 5: Transfer

Disproportionately impacted students: first gen, LatinX, low income/low income female

- Action 1:** Transfer team collaboration with success teams
- Action 2:** Transfer team collaboration with faculty
- Action 3:** Streamline data collection

Metric 6: Student Ed. Plan

Disproportionately impacted students: LatinX, LGBTQIA2SP+, male

- Action 1:** New comprehensive SEP campaign
- Action 2:** Utilize orientation for SEP reminder
- Action 3:** Aligned Comprehensive SEP messaging

Review:
6 Metrics—do you know what they are??

Our Approach

EAPC and President Lopez asked administrative leads to share first steps for each of the action items at EAPC.

22 actions:

11 this semester, 11 in the fall 2026

1	Establish consistent physical presence of a College Recruiter in East Palo Alto, North Fair Oaks, and Belle Haven to support potential students with application assistance, financial aid eligibility, virtual counseling, program referrals, and course registration. Increase partnerships with non-profit organizations that work with BIPOC/low-income/first-generation high school/middle school students.	Wisseem Bennani	1/27/2026
2	Invite local middle school and high school students to an existing Black excellence celebration on campus.	Wisseem Bennani	1/27/2026
3	Continue to garner more campus support, resources, and increase visibility of Brothers Achieving Milestones as an emerging program. Director of Equity will work with PRIE to assess the emerging program.	Karen Engel and Michiko Kealoha	1/27/2026
4	Increase the number of on-campus departments partnering with the Career Center for a clear, consistent, and central way for students to access information and applications for on-campus student jobs through a job posting and search tool like College Central.	Max Hartman	2/24/2026
5	Provide professional development opportunities to all faculty across disciplines to develop culturally relevant courses and pedagogy. Increase faculty attendance to culturally relevant professional development opportunities by 3% since last SEAP plan cycle. (Collect data that includes on and off campus participation.)	Anniqa Rana	2/24/2026
6	Explore transportation options and find alternate solutions while the college transitions out of Lyft program.	Ludmila Prisecar & Adolfo Leiva	3/24/2026
7	Develop a communications campaign to inform students of the benefits of Comprehensive SEPs, with email reminders to students to schedule counselor appointments in September and October and February and March and to faculty to announce in classes. The Dean of Counseling will coordinate with success teams to ensure that their classroom visits and materials include consistent messaging on SEPs.	Max Hartman and Ron Andrade	3/24/2026
8	Update orientation materials to ensure consistent SEP information and opportunities for students to schedule full counseling appointments during orientation.	Max Hartman	3/24/2026
9	Counselors will continue to utilize regular Counselor Corner meetings to share best practices and develop mentoring and onboarding support for new counselors so students receive consistent, aligned, and accurate information about majors and transfer as they develop their SEPs.	Max Hartman	3/24/2026
10	Assess Early Alerts and identify options and opportunities to improve its effectiveness.	Max Hartman and Ron Andrade	4/28/2026
11	Assess support of LatinX students in the Cañada Nights, Online, Weekend (NOW) Program. NOW Program Director, faculty, and students will hold strategizing meetings annually to update services according to needs.	Anniqa Rana and Jose Zelaya	4/28/2026

What we asked for...

Year 1 Updates and Check Ins

- What baseline data you can share to help us track progress on your metric?
- Check In
 - What initial plans and discussions have taken place so far, or want to have here?
 - If there is progress in year 1, what is it?
 - Any challenges you are facing in getting started?
- (If applicable)
 - What do you need thought partnership on?
 - What support from EAPC and/or the college do you need at this point?



Some Highlights...

Dean Bennani: Successful Enrollment

Action 2: IMPLEMENTING LISTENING SESSIONS FEEDBACK

Establish consistent physical presence of a College Recruiter in East Palo Alto, North Fair Oaks, and Belle Haven to support potential students with application assistance, financial aid eligibility, virtual counseling, program referrals, and course registration.

Increase partnerships with non-profit organizations that work with BIPOC/low-income/first-generation high school/middle school students.

Confirmed Cañada College Connect Locations



Fair Oaks Community Center

CCC started on Nov 2025



Pal Center

CCC started on Nov 2025



Cañada College at Menlo Park

CCC started on Dec 2025

Metric 1: Enrollment

VP Prisecar and Adolfo Leiva:

Action 2: FIND NEW ALTERNATIVES FOR TRANSPORTATION

Explore transportation options and find alternate solutions while the college transitions out of Lyft program.

<https://canadacollege.edu/transportation/index.php>

Fall 2025/Spring 2026 Work Plan:

1. Create one central website that summarizes all transportation options.
 - Status: Completed
 - Website: [Overview | Transportation | Cañada College](#)
2. Partner with Associated Students to raise awareness about available options and where to get help.
 - Status: Completed
3. Meet every week to check in and provide any updates.
 - Status: Ongoing



**Metric 4:
Completion**

Director Jose Zelaya

Action 1: Assess /adjust nights, online, weekends prog.

- 71% of all evening students identify as Latine
- Would like to
 - ▶ strengthen coordination with existing programs
 - ▶ use data to understand outcomes for Latine students
 - ▶ intentionally design services for night Latine students



**Metric 4:
Completion**

Dean Max Hartman

Action 1: New Comprehensive SEP Campaign

- Online and in person orientations to include new information regarding COMP SEPs
- The district is implementing a plan to students who have do not have a COMP SEP and will provide Dean a list of students
- Dean of Counseling will provide students who need SEPs to programs for inreach



**Metric 6:
Student
Ed. Plan**