

Executive Summary

Monterey Peninsula College (MPC) operates three campuses on the Monterey Peninsula: the Monterey campus at 980 Fremont Street in Monterey, which opened in 1965; the Marina Education Center at 289 12th Street in Marina; and the Public Safety Training Center at 2642 Colonel Durham St. in Seaside.

The college has a diverse population of students that closely reflects the population of the greater Monterey Peninsula Community.

MPC is committed to its mission as an open-access institution that is committed to student access and success, and fosters an equitable, inclusive, respectful and supportive community that responds to our region's needs. To that end, MPC strives to provide

- **Excellent Education:** Provide programs and services that meet student and community needs.
- **Completion Culture:** Provide programs, resources, and services that empower students to achieve their educational goals.
- **Innovative Environment:** Provide state-of-the-art and sustainable learning environments, technology, and facilities to support student success.
- **Campus Community:** Foster an organizational culture that supports collaboration, professional growth, and leadership development.

All of which allows the college to ensure equity in its planning. The college is committed to collaborative efforts toward student success that span all areas of campus and allow for interaction between student services and instructional efforts.

This update to the Monterey Peninsula College Student Equity Plan (SEP) began with a review and analysis of data provided by the Chancellor's Office. Data were collected from a variety of sources including: the California Community Colleges Chancellor's Office's (CCCCO) Management Information System (MIS), and the 2020 U.S. Census

At this point, we identified the population groups who are achieving at lower than average levels. The Student Success Committee reviewed, analyzed, and discussed student equity success data. The committee, whose membership consists of faculty, staff, students, and administrators, subsequently evaluated and identified goals to target each sub-population for whom there is an identified disproportionate impact. Each activity was then prioritized based on attainment of expected outcomes. The completed plan was shared with the councils and committees comprising the College's shared governance structure and updated based on the input from shared governance prior to its submission to the Chancellor's Office.

Target Groups

Disproportionate impact for each metric was evaluated using the Percentage Point Gap methodology which “compares the percent of students in each subgroup who succeed with the percent of all students who succeed in that same outcome.” According to this methodology, disproportionate impact is present when the subgroup is performing at three or more percentage points below the average rate of achievement. The college selected the Percentage Point gap method of analysis for these areas because it allows for the easy identification of the gaps in terms of the number of students impacted.

Data on demand indicates that the following groups are disproportionately impacted at Monterey Peninsula College

1. **Access: Successful Enrollment** – Monterey Peninsula College has identified Black/African-American students as the most disproportionately impacted population group for this metric.
2. **Completion of Transfer-Level English and Math Within the District in the First Year** – Monterey Peninsula College has identified Black/African-American and Hispanic/Latino/a/x/e students as the most disproportionately impacted population group for this metric.
3. **Retention: Primary to Secondary Term** – Monterey Peninsula College has identified Veteran students as the most disproportionately impacted population group for this metric.
3. **Vision for Success Goal Completion of Transfer-Level English and Math Within the District in the First Year** – Monterey Peninsula College has identified American Indian/Alaskan Native students as the most disproportionately impacted population group for this metric.
4. **Transfer to a Four-Year Institution** – Monterey Peninsula College has identified Hispanic/Latino/a/x/e students as the most disproportionately impacted population group for this metric.

The activities and goals outlined in Monterey Peninsula Colleges 2022-2025 Student Equity Plan aim to increase academic success, expand the college’s equity-minded culture, and eliminate equity gaps for these identified population groups. They align with other college efforts and plans, such as the Vision for Success goals and Guided Pathways efforts.

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