



TO: Chief Executive Officers
Chief Student Services Officers
Chief Instructional Officers
Chief Business Officers
Academic Senate Presidents
Institutional Research, Planning and Effectiveness

FROM: James Todd
Assistant Vice Chancellor, Educational Services and Support

RE: 2025-28 Student Equity Plan

Background

The Student Equity and Achievement (SEA) Program was established in Education Code (EC) [78222](#) with the intent of supporting Guided Pathways and the system-wide goal of eliminating equity gaps. The SEA Program is an on-going categorical funding source for colleges. As a condition of receiving funds, per EC [78222](#), districts shall complete the following: maintain a student equity plan; provide matriculation services; adopt placement policies; provide support or establish on-campus food pantries or regular food distributions; and provide all students with an education plan.

2025-28 Student Equity Plan

The 2025-28 Student Equity Plan (SEP) is **now available in NOVA**, and college plans are due on **November 30, 2025**.

The Chancellor's Office convened a Student Equity Plan (SEP) Taskforce in 2024, from August to October, to review the 2022-25 SEP and provide recommendations for the 2025-28 SEP template. The recommendation themes included: ensuring continuity (especially for metrics and highlighting priority student populations), streamlining where possible, remaining race-conscious in plan development, engaging the entire campus (especially student *and* academic affairs), focusing on student education plan rates, dedicating a specific section to the executive summary, and providing as much time as possible for campuses to complete the plan.

The [2025-28 Student Equity Plan Planning Resources and Development Template](#) reflects the recommendations of the SEP Taskforce, and the template has also been aligned with Vision 2030—especially in providing: (1) opportunities for Vision 2030-aligned and related college goals to be included, and (2) questions that focus on Vision 2030 initiatives, practices, and populations. Other key updates to the 2025-28 SEP template include:

- **Goals: Eliminate Disproportionate Impact (DI) and to Fully Close Equity Gaps.**
The 2025-28 SEP identifies and provides data for all Disproportionately Impacted (DI) student populations, as well as two goals: first, a baseline system and college goal of eliminating DI; and second, a goal of fully closing equity gaps in each of the student success metrics. Colleges will outline specific strategies for these two goals across all metrics. Colleges will also have the option to further disaggregate data to add additional student populations that are experiencing equity gaps.
- **Emphasis: Transfer.** The 2025-28 SEP asks colleges to examine and address the root causes as to why the majority of transfer-intending students do not transfer. Colleges will identify strategies to increase transfer with equity, including removing barriers, addressing student needs, and creating clear pathways.
- **Intensive Focus: Student Centered Plan.** The 2025-28 SEP utilizes the same success metrics as the current 2022-25 SEP and provides continuity with the 2022-25 SEP for colleges to identify student population(s) needing intensive support. Colleges will craft a holistic plan across academic and student affairs to achieve equity for their “intensive focus” student population(s).
- **Spotlight: Comprehensive Student Educational Planning.** The 2025-28 SEP includes a section on student educational planning, focused on monitoring and increasing equitable comprehensive educational planning in alignment with SEA regulations.

Per EC [78222](#), as a condition of the receipt of SEA Program funds, districts shall “provide all students with an education plan that identifies courses, a sequence of courses, key progress milestones, and other requirements the student must complete to earn an associate degree, career technical education certificate, other community college certificate, or meet transfer requirements. Notwithstanding any other law, students who are exempted from having an education plan under Section 78215 are not subject to the requirement of this paragraph.” Please refer [Title 5 CCR 55524](#) for more details and guidance on student education plans.

- **Clarity: Executive Summary.** The 2025-28 SEP provides more clarity and emphasis on the SEP Executive Summary and active campus involvement in developing SEP.

Resources to Support the Planning and Development of 2025-28 SEP

With this new Student Equity Plan and cycle, our system continues to affirm and refine our commitment to racial equity, our dedication to holistically serving our diverse students, our resolve in removing barriers to access and success, and our focus in closing equity gaps. As your

college engages the development of your 2025-28 Student Equity Plan, please consider the following relevant resources recommended by the SEP Task Force:

- [2025-28 Student Equity Plan Planning Resources and Development Template](#)
- [State of California Education Code 78220 - Student Equity Plan](#)
- [State of California Education Code 78222 - SEA Program](#)
- [State of California Education Code 88921 - Guided Pathways](#)
- [Student Equity & Achievement \(SEA\) Program Expenditure Guidelines](#)
- [Vision 2030: A Roadmap for California Community Colleges](#)
- [Diversity, Equity, Inclusion and Accessibility Glossary of Terms](#)
- [Student Equity Plan 2025-28 Metrics](#)
- [California Community College Student Equity Plan Review: A Focus on Racial Equity](#)
- [Student Equity Plan Tools and Resources – Community College HigherEd Access Leadership Equity Scholarship \(CCHALES\)](#)
- [Empowering Lessons from SEPI for Designing and Implementing Race-Conscious 2025-28 Student Equity Plans](#)

The 2025-28 Student Equity Plan Task Force and Contributors

The Chancellor’s Office SEA Program Team would like to thank the 2025-28 SEP Task Force and every individual who played a role in the recommendations, collaboration, and/or development of the 2025-28 SEP Template. The Chancellor’s Office would also like to acknowledge the fifty colleges who completed the 2024 SEP Feedback Survey, which helped to inform the recommendations of the Task Force.

2025 – 28 Student Equity Plan Task Force	
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2025-28 SEP Timeline and Trainings/Office Hours

The 2025-2028 SEP timeline and related Chancellor’s Office trainings and office hours are below.

SEP Task	Timeline
Chancellor’s Office Releases 2025-28 SEP Template and SEP in NOVA	On December 17, 2025 SEP PDF Template Link: 2025-28 Student Equity Plan Planning Resources and Development Template (Note: A few of the ‘click to add’ or ‘click to upload’ prompts in the pdf template are applicable inside NOVA only.)
Chancellor’s Office Releases 2025-28 SEP Video Tutorial	By January 17, 2025
2025-28 SEP Office Hours	Dates: Third Tuesday of Every Month from January 2025 – November 2025 (1/21/25, 2/18/25, 3/18/25, 4/15/25, 5/20/25, 6/17/25, 7/15/25, 8/19/25, 9/16/25, 10/21/25, 11/18/25) Time: 2:00pm-3:00pm. Zoom Link: https://cccco.zoom.us/j/88429825181?pwd=iMfVkcs8h2sDrRedi5yluSJzqOVosY.1 Zoom Passcode: 986563
2025-28 SEP Board Adoption	Each college’s 2025-28 SEP needs to be adopted by the governing board of the community college district by November 30, 2025.
2025-28 SEP Submission and Certification in NOVA	Each college’s 2025-28 SEP needs to be submitted and approved/certified by all required listed approvers in NOVA by November 30, 2025.

Contacts

Please reach out to the Chancellor’s Office SEA Program Team at SEAPrograminfo@cccco.edu if you have any questions or need additional guidance on any of the items shared in this memorandum.