Planning, Accreditation, and Student Success (PASS) Committee Report Chapter 3b: Foster Youth, LGBTQIA+, and Veteran Focused Equity Efforts

MAY, 2024
VCCCD INSTITUTIONAL EFFECTIVENESS

Annual Calendar of Data for the PASS Committee, 2023-2024

Chapter 1 (Strategic Goal 1) VCCCD Culture

    a)   August: Review and analysis of student surveys
    b)   September: Review and analysis of employee surveys
    c)   October: Summary of professional development

Chapter 2 (Strategic Goal 2) VCCCD Student Access and Success

    a)   November: Transfer-level English and math completion (AB1705/705)
    b)   February: Enrollment, Access, Entry, Progress, and Completion

Chapter 3 (Strategic Goal 3) VCCCD Closing Equity Gaps

    a)   March: Ethnicity, gender, and age focused equity efforts
    b)   May: Foster Youth, LGBTQIA+, and Veteran focused equity efforts

Chapter 4 (Strategic Goal 4) VCCCD Economic and Workforce Development

    a)   June: Career Education and Economic and Workforce Development

May 28, 2024 PASS Committee Report – 3b.
Foster Youth, LGBTQIA+, and Veteran Focused Equity Efforts

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Executive Summary

The May 2024 PASS Report, Chapter 3b, aligns with VCCCD Strategic Goal #3*: Support the closing of academic achievement and support services equity gaps across racial, ethnic, socioeconomic, and gender group*s. Building upon the previous March and February PASS reports, this report continues with a focus on equity efforts across the four pillars of enrollment management: access, entry, progress (persistence, retention, and success), and completion for foster youth, LGBTQIA+, and veteran students.

- **College-Specific Equity Efforts:** Each college has provided descriptions of foster youth, LGBTQIA+, and veteran equity focused efforts, highlighted on page 18 (Moorpark College), page 20 (Oxnard College), and page 22 (Ventura College)

- **Enrollments:**
  - LGBTQIA+ student enrollments across the district increased greatly since 2018.
  - Veteran student enrollments have decreased since 2018-2019 academic year.

- **Access:** The DAC Outreach and Marketing Department has developed and collaborated on several initiatives and activities aimed at increasing foster youth, LGBTQIA+, and veteran student access.

- **Entry:** Aggregated College registration rates for students applying and registering between 2019 and 2023 range:
  - 65% - 69% for foster youth students (Ventura College had the highest rates).
  - 64% - 71% for LGBTQIA+ students (Oxnard College had the highest rates).
  - 70% - 78% for veteran students (Oxnard College had the highest rates).

- **Progress:**
  - **Persistence:** Persistence rates varied over the past five years. Many, but not all foster youth, LGBTQIA+, and veteran students' persistence rates at the colleges have returned to pre-pandemic levels.
  - **Retention:** Overall course retention rates have increased since the 2018-2019 academic year for foster youth, LGBTQIA+, and veteran students across all colleges.
  - **Success:** Foster youth course success rates decreased at both Moorpark College and Ventura College. Veteran student course success rates at Oxnard college increased from 76% in 2018-2019 to 83% in 2022-2023.

- **Completion:** Completions across the district increased for LGBTQIA+ students, coinciding with the increase in LGBTQIA+ enrollments.

This May Report to the PASS Committee is the completion of Chapter 3 which aligns with VCCCD Strategic Goal #3: *Support the closing of academic achievement and support services equity gaps across racial, ethnic, socioeconomic, and gender group*s. Continuing the previous reports' theme on enrollment, access, entry, progress, and completion, this presents a similar approach with a focus on equity efforts across foster youth, LGBTQIA+, and veteran students. Foster youth students include both current and former foster youth (data are from CCCCO Data Mart). LGBTQIA+ students self-identify on their CCCApply applications (data are from CCCApply). Veterans include students who have previously served in the military and do not include active military nor family of veterans (data are from CCCCO Data Mart). DAC Outreach and Marketing Department efforts focus on *student access*, while registration rates represent *student entry*. Metrics on student persistence, course retention and course success represent *student progress*, and districtwide *completion data* is also presented. After a brief presentation and analysis of these data, each college has provided a description of foster youth, LGBTQIA+, and veteran related initiatives and activities.

Access

Foster Youth LGBTQIA+ Veteran

Completion

Entry

Progress

College Foster Youth, LGBTQIA+, and Veteran Student Enrollment, by Academic Year

The following pages (3-5) present Moorpark College, Oxnard College, and Ventura College foster youth, LGBTQIA+, and veteran student enrollment trends, by academic year. These student demographics are not mutually exclusive, and students may identify with more than one identity. Enrollments for LGBTQIA+ students have increased over the past five years at all three colleges. Veteran student enrollments have shown an overall decline districtwide, and foster youth student enrollments have been relatively stable.

Moorpark College.

Figure 1. **Moorpark College** Enrollment, by Demographic and Academic Year
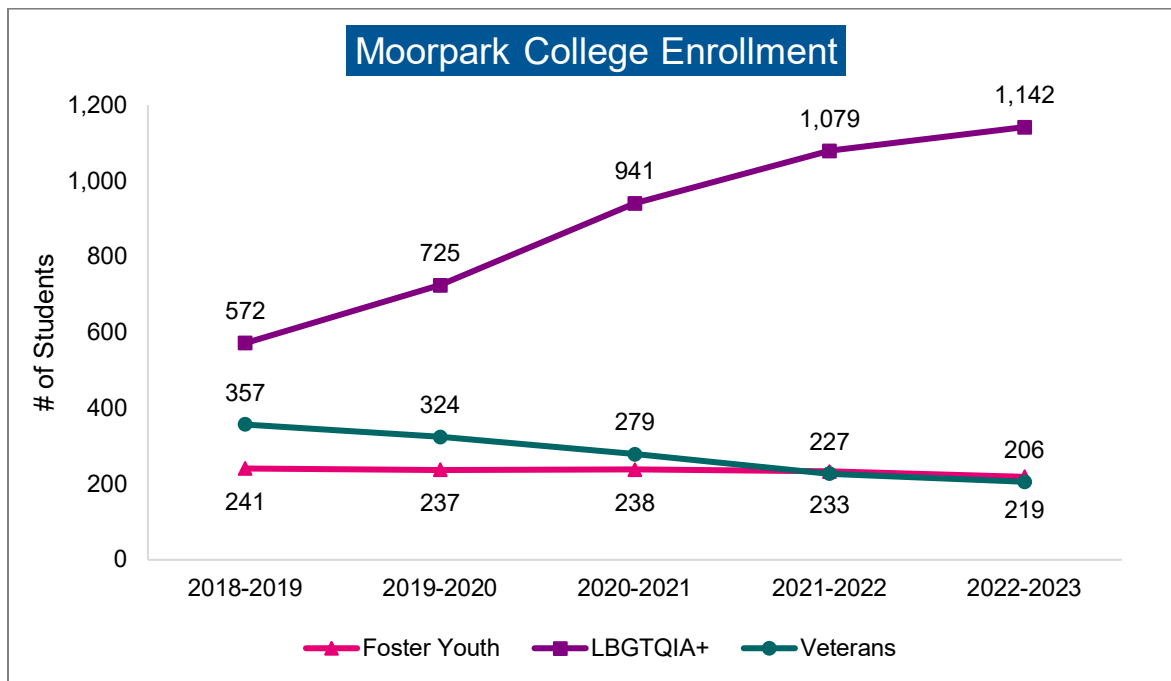
Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Table 1. **Moorpark College** Enrollment, by Demographic and Academic Year

Enrollment by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	241	237	238	233	219
LBGTQIA+	572	725	941	1,079	1,142
Veterans	357	324	279	227	206

Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Oxnard College.

Figure 2. **Oxnard College** Enrollment, by Demographic and Academic Year
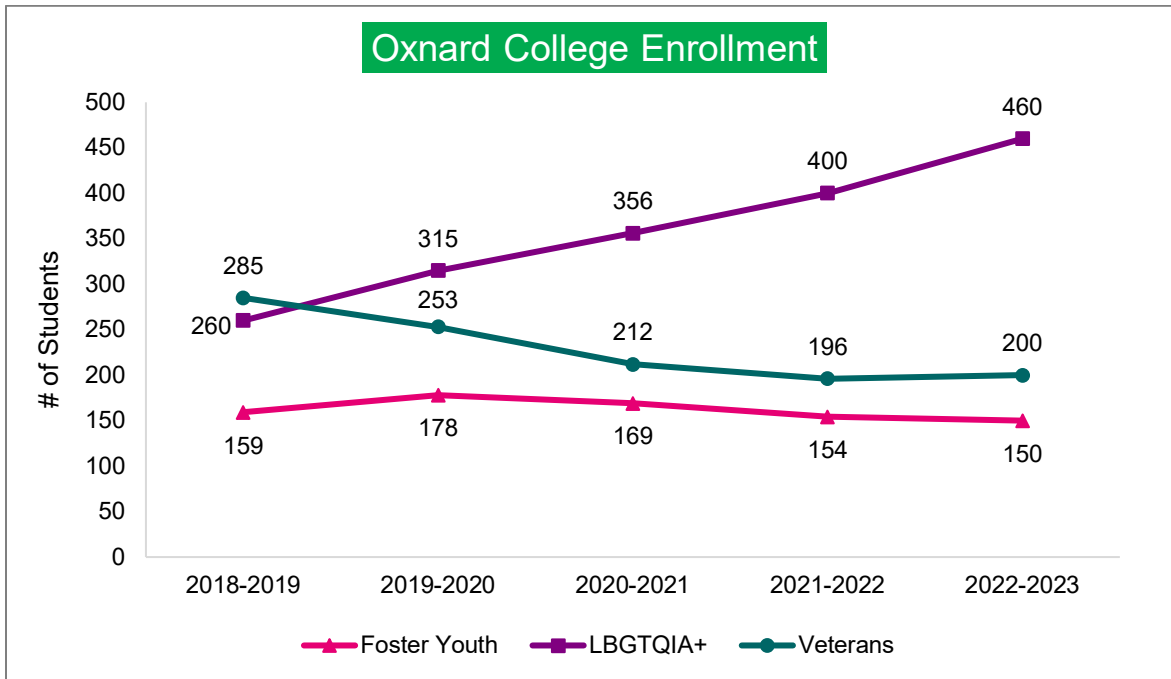
Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Table 2. **Oxnard College** Enrollment, by Demographic and Academic Year

Enrollment by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	159	178	169	154	150
LBGTQIA+	260	315	356	400	460
Veterans	285	253	212	196	200

Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Ventura College.

Figure 3. **Ventura College** Enrollment, by Demographic and Academic Year

Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Table 3. **Ventura College** Enrollment, by Demographic and Academic Year

Enrollment by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	294	329	298	268	260
LBGTQIA+	527	584	652	795	830
Veterans	468	443	356	320	308

Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Data Analysis: Access, Entry, Progress, and Completion

Access:

The DAC Outreach and Marketing Department has developed and collaborated on several initiatives and activities aimed at increasing foster youth, LGBTQIA+, and veteran student access at VCCCD Colleges. These initiatives and activities are outlined in Table 4 below.

Table 4. DAC Outreach and Marketing Foster Youth, LGBTQIA+, and Veteran Access-Related Activities

Student Population	DAC Outreach and Marketing Access-Related Activities
Foster Youth	• Collaboration with Colleges: Partnered with Oxnard and Ventura Colleges to provide training and development guidance for the Foster Care & Kinship Education Program's webpages, enhancing resource accessibility and dissemination. • Development of Digital Resources: Facilitated the creation of a Foster Youth Knowledgebase for Moorpark College's website chatbot, further augmenting digital support resources available to foster youth.

LBGTQIA+	• Webpage Development:
	
	    ○ Established a dedicated LBGTQIA+ webpage on the district website, serving as a central hub for resources and information.
	
	    ○ Assisted Oxnard College's Rainbow Cafe in developing their webpage.

Veterans	• Event Sponsorship: Played a key role in the sponsorship of the 2023 Wings over Camarillo Airshow, enhancing engagement with local veterans and active-duty members interested in our educational offerings. • Resource Development: Created a comprehensive webpage guiding prospective student veterans and active-duty members through application processes and resources, and developed webpages and Chatbot Knowledgebases for Ventura College's Veterans Resource Center. • Support Materials: Assisted the Chancellor's office in creating marketing materials for the partnership with the CCC Veterans Caucus.

Entry: CCCApply vs. Registrations, 2019 to 2023

Figure 4 below shows registration rates for each college by foster youth, LGBTQIA+, and Veteran students. These registration rates are based upon the number of applications received through CCCApply between 2019 and 2023 and the number of those applicants who registered with VCCCD during the same timeframe.

Registration rates for foster youth, LGBTQIA+, and veteran students are similar across the district. Foster youth registration rates are four percentage points higher at Ventura College than at Moorpark and Oxnard Colleges. LGBTQIA+ and veteran student registration rates are slightly higher at Oxnard College than at Moorpark or Ventura College (see Figure 4).

Figure 4. College Registration Rates, by Demographic (2019-2023)
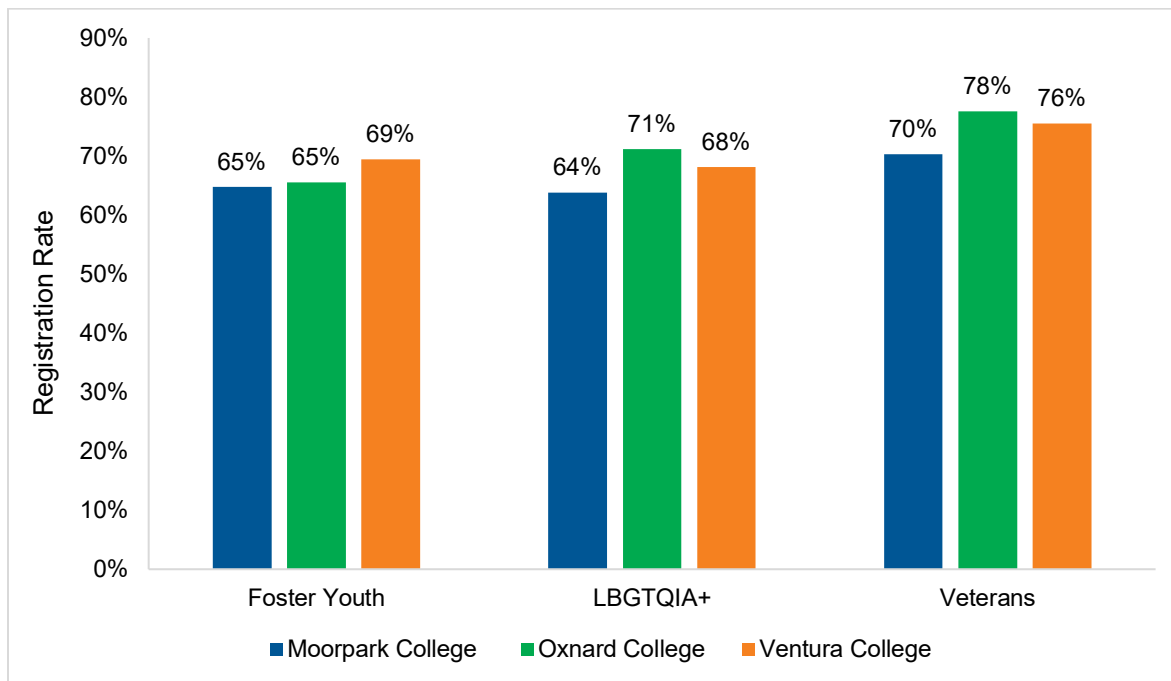
Note: Registrations are based on unduplicated headcounts by student home college.
Sources: Applications: CCCApply, Registrations: CCCCO Data Mart and CCCApply.

Progress: Persistence, Retention, Success

This section displays college-specific student progress data, disaggregated by foster youth, LGBTQIA+, and veterans related to persistence, retention, and success. In this report, persistence is defined as enrolling in consecutive Fall-Fall terms. Retention rates are defined as the percentage of credited courses completed with any grade except a *W* (withdraw), and success rates are defined as the percentage of credited courses completed with grades *A, B, C,* or *P*.

Persistence
The persistence rates shown in Figures and Tables 5-7 show the percentage of students, by college and demographic, who remained enrolled past census for two consecutive Fall terms.

Moorpark College.

Over the last five years, persistence rates at Moorpark College have fluctuated for foster youth, LGBTQIA+, and veteran students. These rates show a decline in persistence from Fall 2019 to Fall 2020, a reflection of the impact from the pandemic, then rise to similar pre-pandemic rates from Fall 2022 to Fall 2023. Consistent with Veteran student enrollments, there was a drop in persistence, particularly from Fall 2021 to Fall 2022.

Figure 5. **Moorpark College** Fall to Fall Persistence Rates, by Demographic
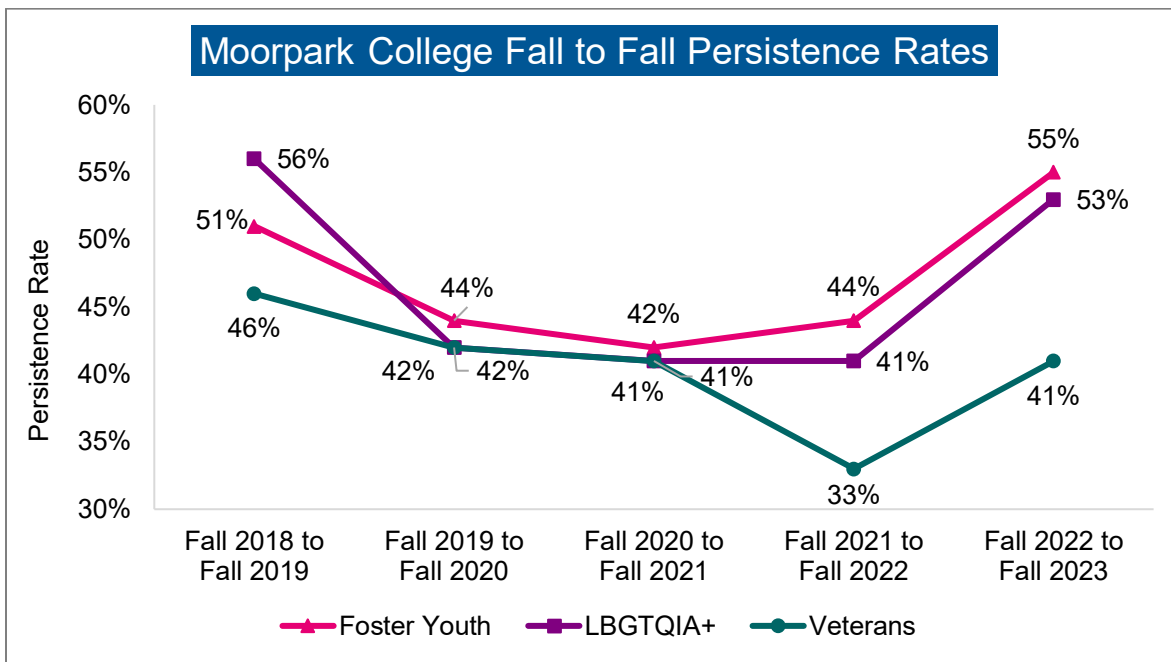
Note: Enrollment data is based on unduplicated headcounts by student home college.
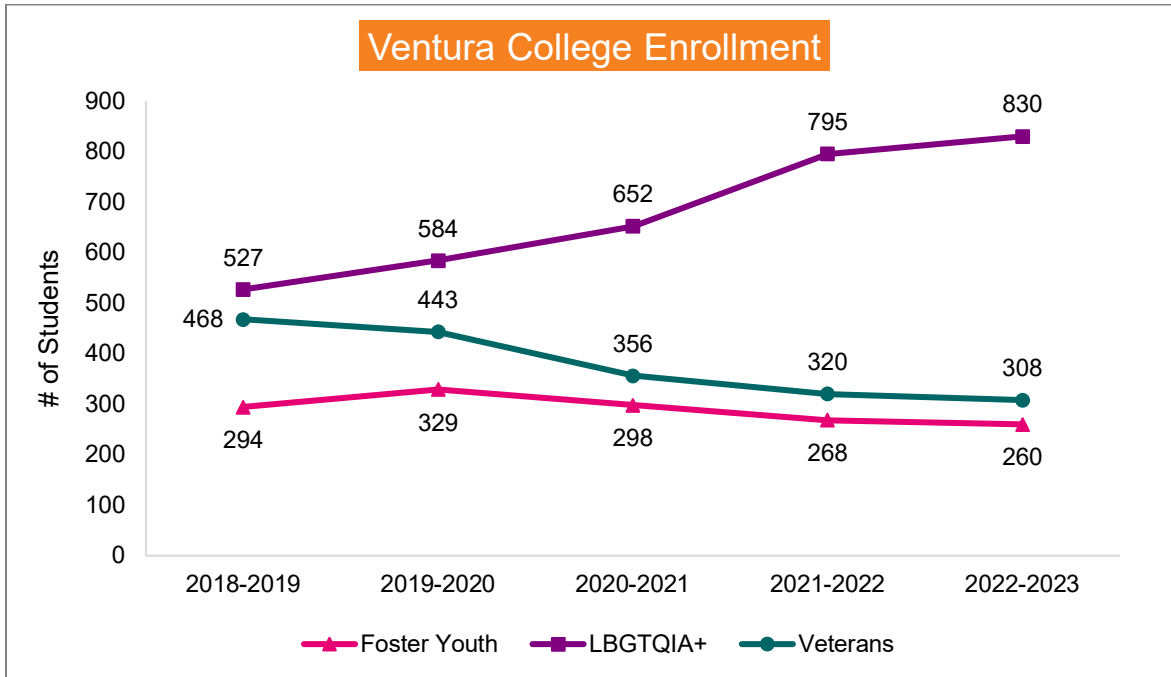Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Table 5. **Moorpark College** Fall to Fall Persistence Rates, by Demographic

	Fall to Fall Persistence Rates				
	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Foster Youth	51%	44%	42%	44%	55%
LBGTQIA+	56%	42%	41%	41%	53%
Veterans	46%	42%	41%	33%	41%

Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Oxnard College.

At Oxnard College, comparing Fall 2018 to Fall 2019 persistence rates with Fall 2022 to Fall 2023 persistence rates, there has been very little change for foster youth, LGBTQIA+, and veteran students. The years in between, however, show significant increases and decreases for foster youth and veteran students. Fall to Fall persistence rates increased 10 percentage points for foster youth students to 57% (Fall 2020 to Fall 2021), but then dropped 12 percentage points by Fall 2022 to Fall 2023 (45%). Veteran student persistence rates dropped from 45% (Fall 2020 to Fall 2021) to 34% (Fall 2021 to Fall 2022), and then increased back up to 43% (Fall 2022 to Fall 2023).

Figure 6. **Oxnard College** Fall to Fall Persistence Rates, by Demographic
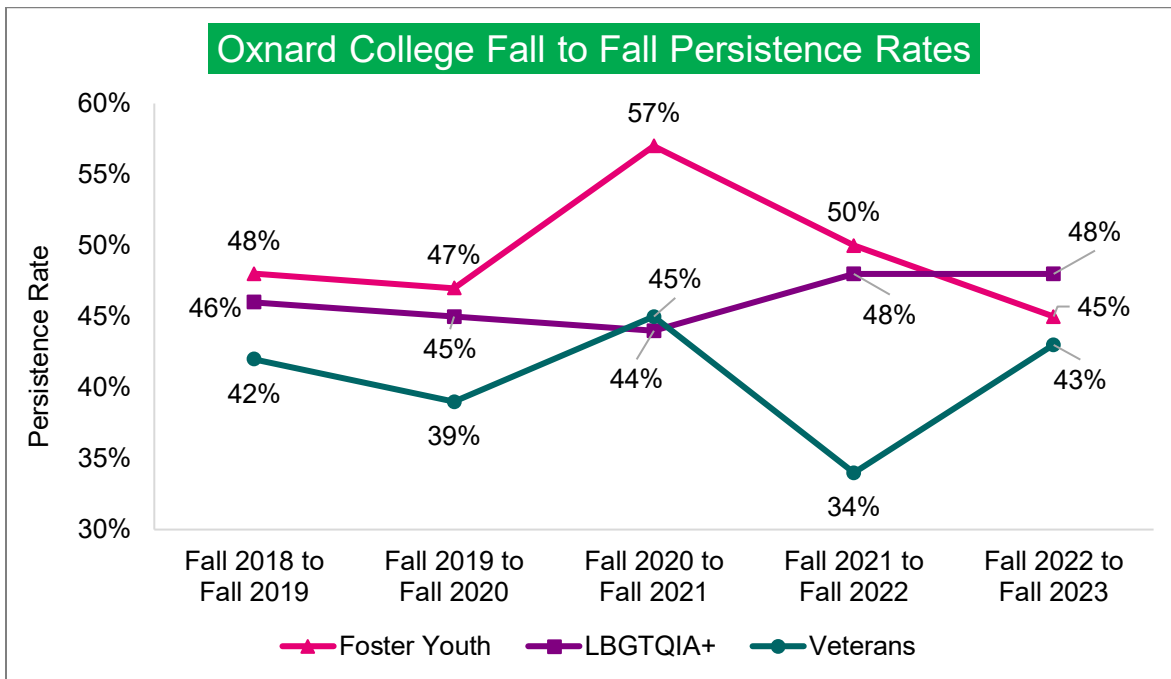
Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Table 6. **Oxnard College** Fall to Fall Persistence Rates, by Demographic

Fall to Fall Persistence Rates					
	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Foster Youth	48%	47%	57%	50%	45%
LBGTQIA+	46%	45%	44%	48%	48%
Veterans	42%	39%	45%	34%	43%

Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Ventura College.

Persistence rates for foster youth students at Ventura College showed an overall increase of 8 percentage points from 48% (Fall 2018 – Fall 2019) to 56% (Fall 2022 – Fall 2023). After a decline in persistence rates reflective of the pandemic, LGBTQIA+ and veteran students' persistence returned to similar pre-pandemic rates.

Figure 7. **Ventura College** Fall to Fall Persistence Rates, by Demographic
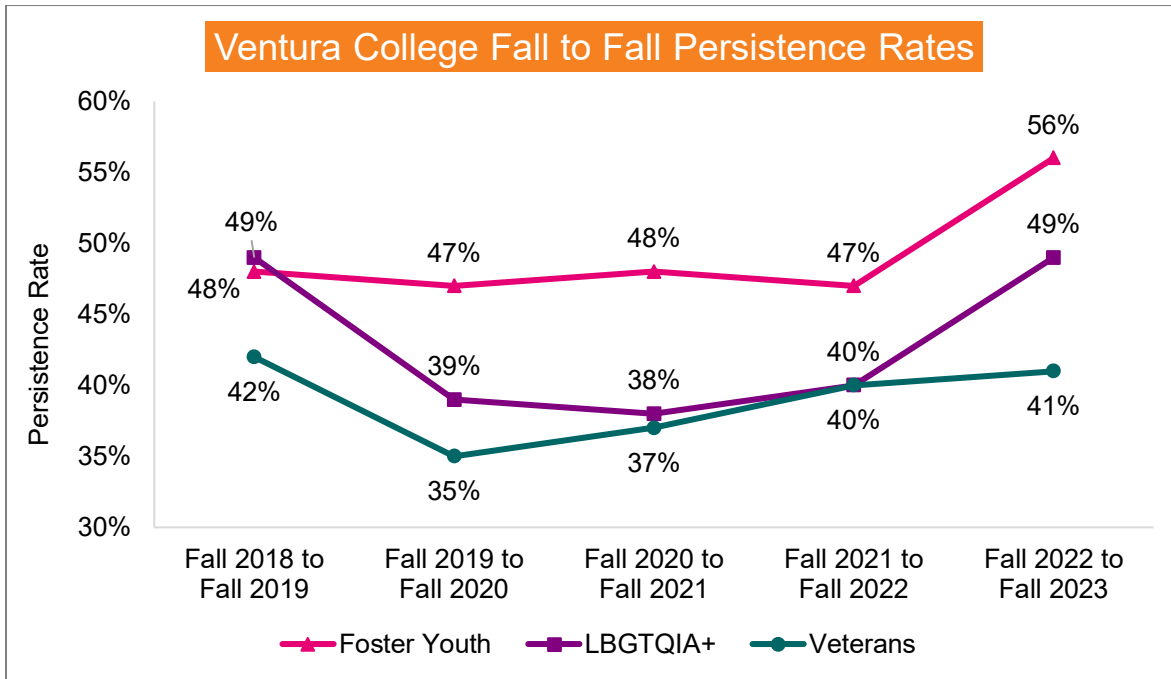
Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Table 7. **Ventura College** Fall to Fall Persistence Rates, by Demographic

Fall to Fall Persistence Rates					
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Note: Enrollment data is based on unduplicated headcounts by student home college.
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Retention

Retention rates show the percentage of credited courses completed with any grade except for a *W* (withdraw). Annual course retention rates are shown by academic year, and are disaggregated by foster youth, LGBTQIA+, and veterans, and by college.

Moorpark College.

Overall, course retention rates at Moorpark College have increased two percentage points from AY 2018-2019 to AY 2022-2023 for foster youth, LGBTQIA+, and veteran students. Veteran students show the highest course retention rate of 91% in AY 2022-2023.

Figure 8. **Moorpark College** Academic Year Course Retention Rates (for credit, all grades except W), by Demographic
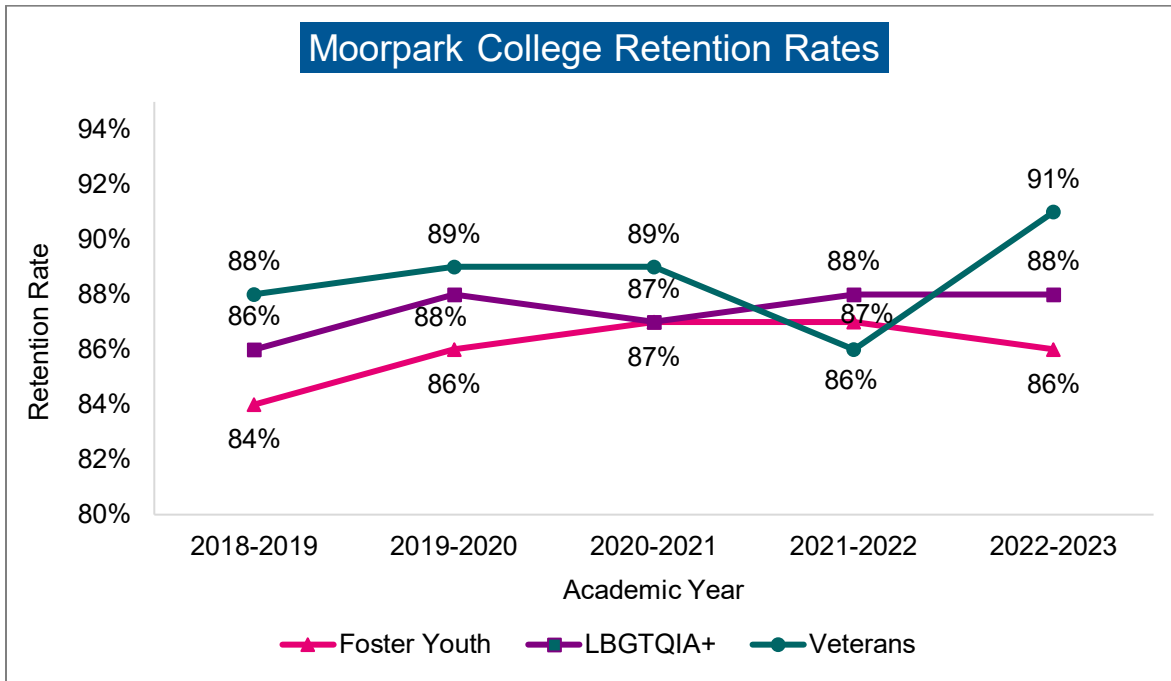
Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 8. **Moorpark College** Academic Year Course Retention Rates (for credit, all grades except W), by Demographic

Course Retention Rates by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	84%	86%	87%	87%	86%
LBGTQIA+	86%	88%	87%	88%	88%
Veterans	88%	89%	89%	86%	91%

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Oxnard College.

Course retention rates for students at Oxnard College increased for all three student demographics, with veteran students showing the greatest overall increase (from 87% in AY 2018-2019 to 94% in AY 2022-2023). Foster youth course retention rates increased from 79% (AY 2018-2019) to 90% (AY 2021-2022), but then decreased down to 85% the following year, resulting in an overall increase of 6 percentage points.

Figure 9. **Oxnard College** Academic Year Course Retention Rates (for credit, all grades except W), by Demographic
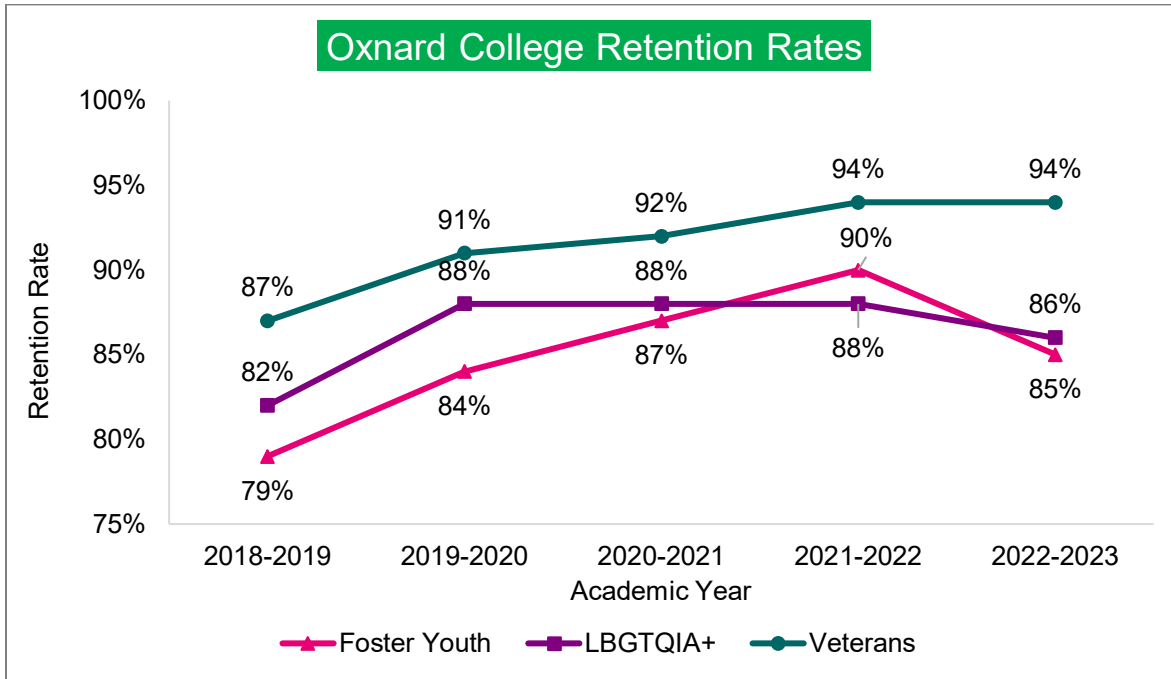
Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 9. **Oxnard College** Academic Year Course Retention Rates (for credit, all grades except W), by Demographic

Course Retention Rates by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	79%	84%	87%	90%	85%
LBGTQIA+	82%	88%	88%	88%	86%
Veterans	87%	91%	92%	94%	94%

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Ventura College.

LGBTQIA+ students at Ventura College showed the greatest increase in course retention rates compared to foster youth and veteran students. Compared to AY 2018-2019, retention rates for LGBTQIA+ students increased 8 percentage points by AY 2022-2023 (from 81% to 89%). Foster youth students' retention rates increased from 83% (AY 2018-2019) to 90% (AY 2020-2021), but then decreased to 86% (AY 2022-2023), remaining above pre-pandemic levels. Veteran students showed little change but remained higher than foster youth or LGBTQIA+ students.

Figure 10. **Ventura College** Academic Year Course Retention Rates (for credit, all grades except W), by Demographic
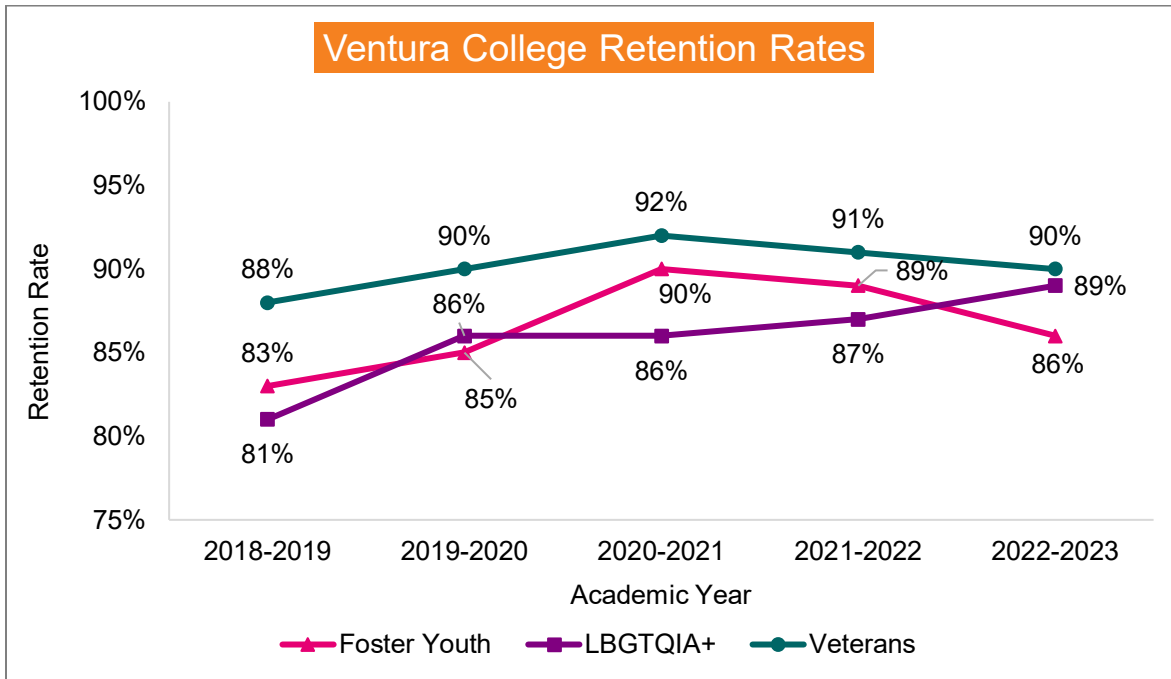
Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 10. **Ventura College** Academic Year Course Retention Rates (for credit, all grades except W), by Demographic

Course Retention Rates by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	83%	85%	90%	89%	86%
LBGTQIA+	81%	86%	86%	87%	89%
Veterans	88%	90%	92%	91%	90%

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Success

Success rates show the percentage of courses completed for credit with grades of *A, B, C,* or *P*. The following Figures and Tables (11-13) show annual academic year success rates for each college, by foster youth, LGBTQIA+, and veterans.

Moorpark College.

At Moorpark College, course success rates for foster youth students decreased 9 percentage points from 69% (AY 2018-2019) to 60% (AY 2022-2023). Course success rates for LBGTQIA+ students remained relatively stable over the same timeframe, and veteran students showed a small overall decrease by three percentage points (see Figure 11 and Table 11 below).

Figure 11. **Moorpark College** Academic Year Course Success Rates (for credit, incl. A, B, C, P grades), by Demographic
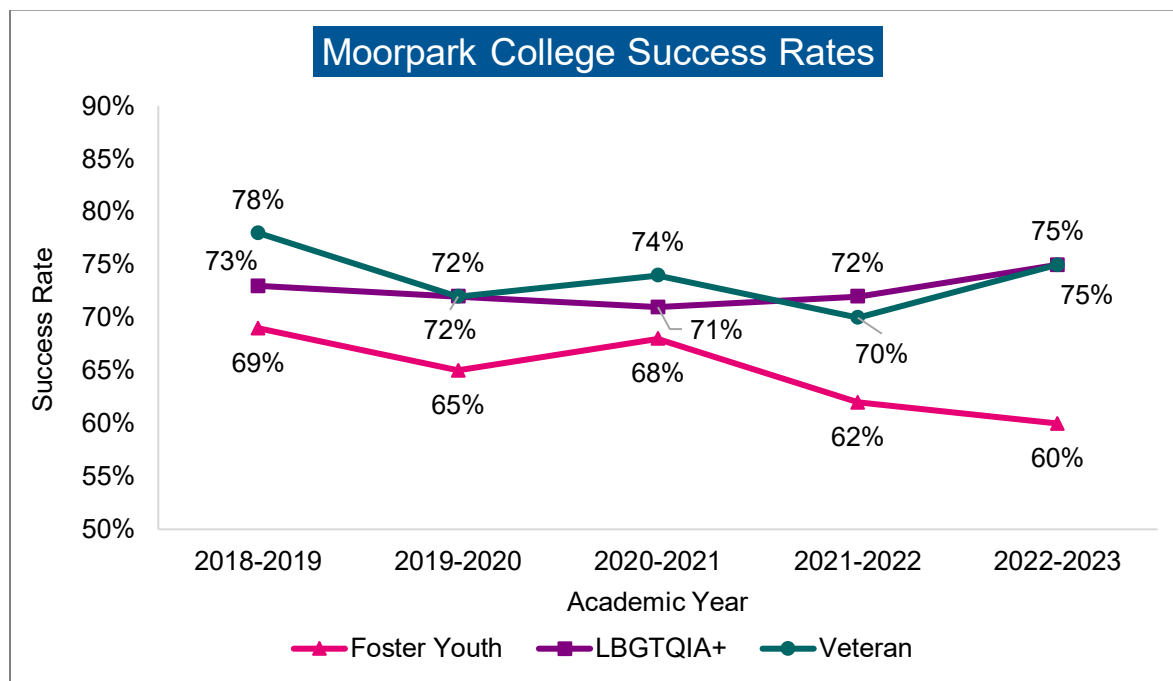
Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 11. **Moorpark College** Academic Year Course Success Rates (for credit, incl. A, B, C, P grades), by Demographic

Course Success Rates by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	69%	65%	68%	62%	60%
LBGTQIA+	73%	72%	71%	72%	75%
Veterans	78%	72%	74%	70%	75%

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Oxnard College.

Veteran students show a four-percentage point increase in their course success rate at Oxnard College, from 77% in AY 2021-2022 to 83% in AY 2022-2023. Foster youth students also showed a four-percentage point increase from a 59% success rate in AY 2020-2021 to a 63% success rate in AY 2022-2023. LGBTQIA+ students' course success rates remained relatively stable across the last five years.

Figure 12. **Oxnard College** Academic Year Course Success Rates (for credit, incl. A, B, C, P grades), by Demographic
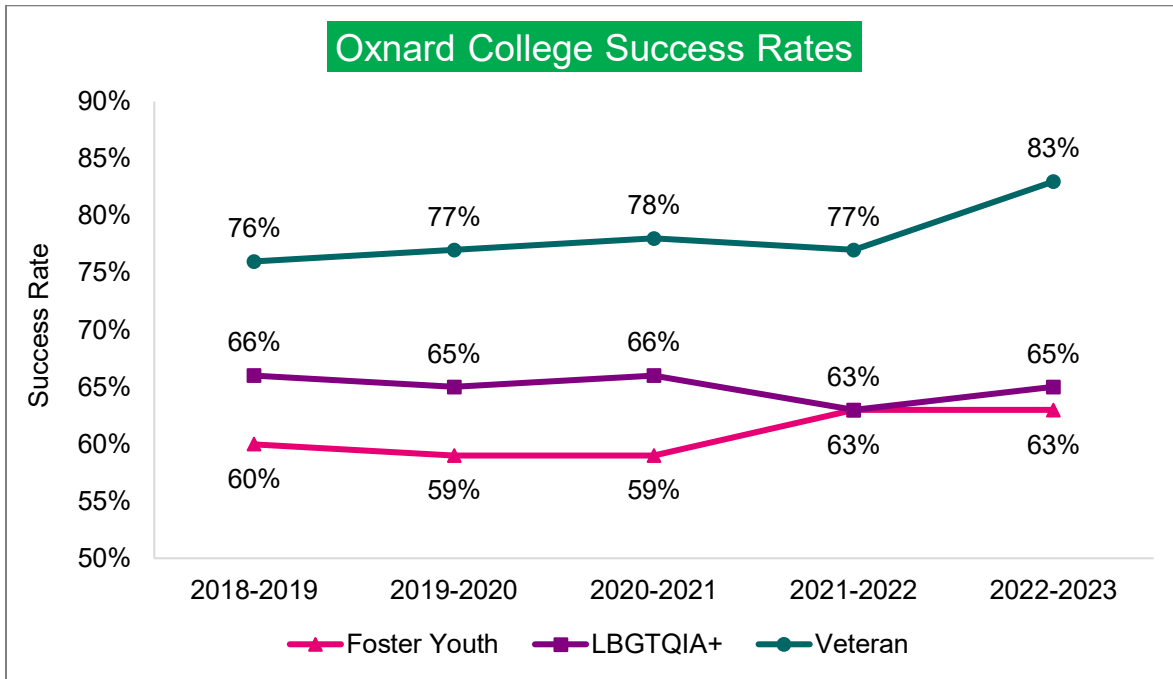
Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 12. **Oxnard College** Academic Year Course Success Rates (for credit, incl. A, B, C, P grades), by Demographic

Course Success Rates by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	60%	59%	59%	63%	63%
LBGTQIA+	66%	65%	66%	63%	65%
Veterans	76%	77%	78%	77%	83%

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Ventura College.

At Ventura College, course success rates for LGBTQIA+ students increased 6 percentage points, from 65% in AY 2018-2019 to 71% in AY 2022-23. There was a decrease in course success rates for foster youth students from 65% in AY 2018-2019 to 59% in AY 2018-2019; and veteran student course success rates showed little change.

Figure 13. **Ventura College** Academic Year Course Success Rates (for credit, incl. A, B, C, P grades), by Demographic
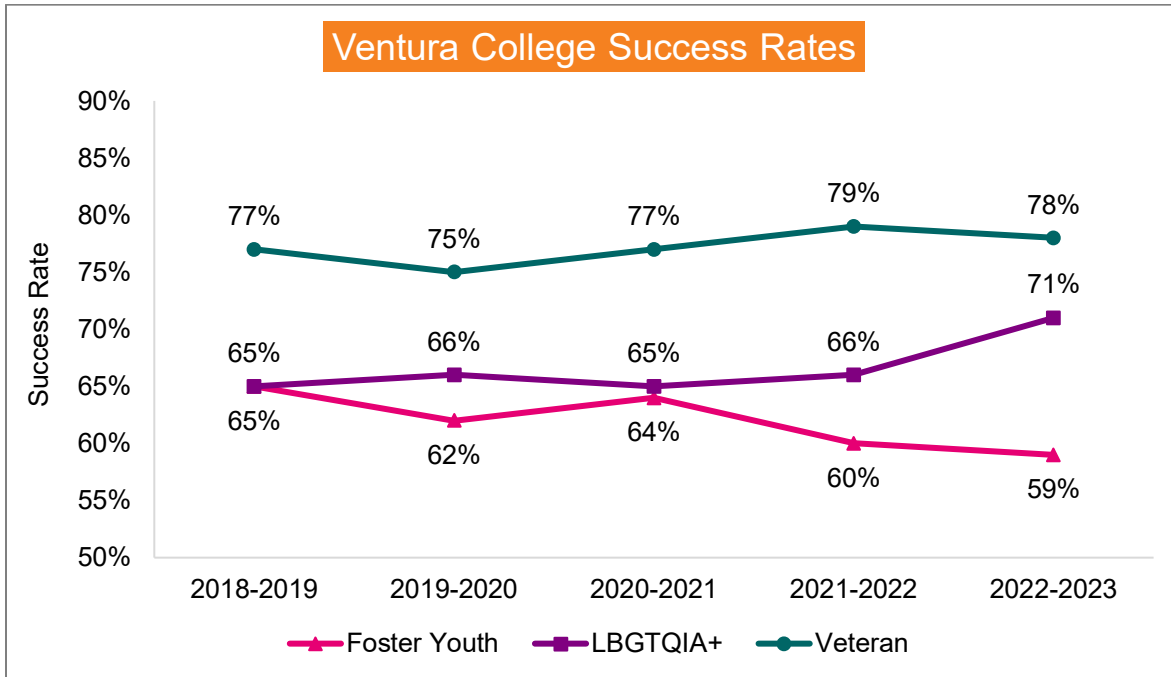
Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 13. **Ventura College** Academic Year Course Success Rates (for credit, incl. A, B, C, P grades), by Demographic

Course Success Rates by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	65%	62%	64%	60%	59%
LBGTQIA+	65%	66%	65%	66%	71%
Veterans	77%	75%	77%	79%	78%

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Completion

The following figure and table show the number of unduplicated students districtwide, by foster youth, LGBTQIA+, and veterans, who achieved a Chancellor's Office approved degree or certificate from AY 2018-2019 to AY 2022-2023. There has been an overall increase in completions comparing the 2018-2019 academic year to the 2022-2023 academic year for both foster youth and LGBTQIA+ students. The large increase in completions for LGBTQIA+ students coincided with the increase in enrollments in recent years (see Figures and Tables 1-3). Celebrating LGBTQIA+ completions in Spring 2024 for the second year, is VCCCD's Lavender graduation, a districtwide event.

Figure 14. VCCCD Completions by Academic Year and Demographic
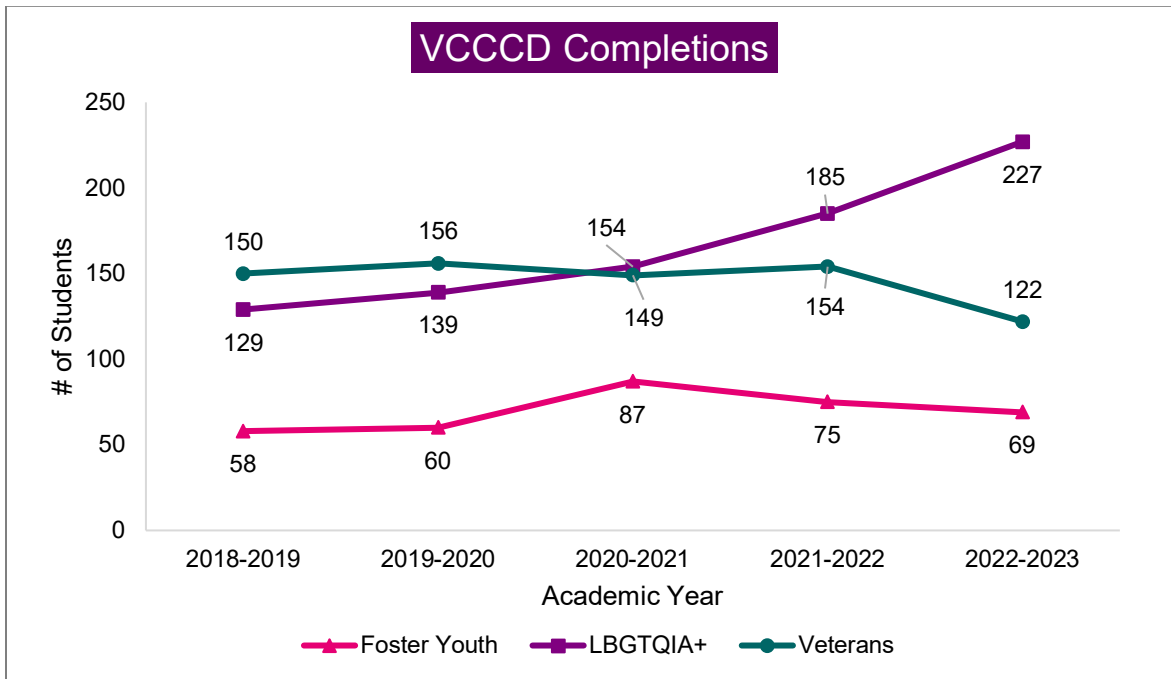
Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

Table 14. VCCCD Completions by Academic Year and Demographic

Districtwide Completions by Academic Year					
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Foster Youth	58	60	87	75	69
LBGTQIA+	129	139	154	185	227
Veterans	150	156	149	154	122

Sources: CCCCO Data Mart (Foster Youth and Veterans), CCCApply (LGBTQIA+).

The following sections include foster youth, LGBTQIA+, and veteran equity-focused efforts provided by each college, detailing activities to improve student outcomes over time.

Veterans

MC Veterans Resource Center Services
- VRC Library: MC has slowly built a small library in the vet center of various books. The purpose of this is to offer Veteran/Dependent students something fun to read if they wish to take a break from the constant requirements of their course work.
- Computer Lab: A small side room of computers that Veteran/Dependent students can use for homework, whatever they need, they can also print for free up to 40 pages in the vet center.
- Lounge & Snacks: We have a small lounge room with some couches, charging stations, table, chairs, some additional computers, and a small kitchenette.
- VRC Benefit Advising: If students have questions or concerns about how their GI Bill works, they can come into my office and talk with me, I can usually explain what they're looking at as well as how their benefits work in general. If I'm not availed Micaela Aguelar can assist them with questions as well.
- Post 9/11 & GI Bill How to Guide: We have created a pamphlet that explains in detail how Post 9/11 and general GI Bill benefits work. This serves two purposes, 1. It gives veterans and dependents using benefits for the first time a frame of reference for what they should expect in using benefits, and 2. For Moorpark College students it goes into detail as to how the benefits work, specifically at Moorpark.
- VRC Counselor: The Moorpark College VRC has a designated counselor, Cassandra Cowen Ryan, who our students can schedule appointments with to set up ed plans for their benefits as well get general counseling for the programs they are enrolled in.
- Clothing: The Moorpark College VRC provides free t-shirts, sweaters, and sometimes Jackets to our students.

MC Veterans Resource Center Events
- Branch Birthdays: In the vet center, we have listed in chronological order all the birthdays for each branch of the armed forces. Each birthday we try to do something like get a cake or a pizza to put in the center and allow veterans to come and get a free lunch in honor of a specific branch getting 1 year older.
- Military Base Events - Last year the VRC, got in touch with the community support department of Naval Base Ventura County (NBVC) and was able to set up an agreement that allows us to go onto the bases in Ventura County to promote the school as well as inform active military personnel and their families on how their benefits work. Last year we attended several events at Naval Station Port Hueneme.
- Wings Over Camarillo - This event is a massive air show in Camarillo. About two years ago the VRC was approached by some of the coordinators of this event about whether Moorpark College would be interested in attending. For the last two years we've attended this event alongside the Oxnard and Ventura outreach departments, promoting all three schools. Last year's we had some of our veteran students volunteer to come and assist in manning the table at the event.
- MC VRC Mural: We recently got approval to have a veteran mural painted on the entrance to the VRC. We're in the planning stages to make a contest out of it.

LGBTQ+

MC LGBTQ+ Services and Events

Since 2015, MC has had a robust SAFEZONE Ally biannual training program, now in its fourth version. To date, the SAFEZONE team has trained over 300 MC employees and students and about 120 employees from sister campuses and the district office. The companion SAFEZONE website has sections on all-gender restrooms, LGBTQ+ legislation and advocacy, on- and off-campus resources, a SAFEZONE Ally registry, media, classroom resources, and more.

The campus celebrates Pride Month with activities, social media, and professional development. This year, the campus hosted two well-attended Zoom events, the recordings of which are available online. The campus has a long-standing student organization, the Spectrum Club, with the mission of supporting LGBTQ+ individuals and their allies. They have regular meetings and events, and actively participate in campus-wide events. We have had speakers on different issues (Stonewall, trans pastors, LGBTQ leaders in higher ed) related to the LGBTQ community. This year we will hold the second annual flag raising and breakfast in the admin building on June 5th. MC will also be facilitating the "Finds your voice and telling your story" writing workshop, geared toward creating a brave space for the community.

MC intends to use the bulk of its allocation to create a Pride Space, including cleaning, painting and furnishing an existing space, stocked with computers, printer, and other office supplies; funding for year one of a district-wide Lavender Graduation Ceremony to be matched by our two sister colleges, and funding the NCHA survey in October 2022. The latter will allow us to identify the health needs of this population more clearly.

Other activities to support this community will be provided through the mental health grant and other funding sources and include embedding a mental health provider in the LGBTQ+ Center a few hours per week when it is complete, and having the provider attend Spectrum Club meetings until then.
Additionally, numerous inclusive health education tools have been utilized, such as brochures, safer sex outreach and classroom presentations, etc.

Additional Campus Efforts
- CCC LGBTQ free Summit for students, Staff, Faculty, and admins held virtually April 24 & April 25
- Caring Campus to include all LGBTQ+ student and awareness training (TBD)
- MoorPride: Assisting as an auxiliary "Advisor" and helping promote events for students planned in new Equity HUB
- Social media/marketing awareness includes All walks of life including transgender and nonbinary representation.
- Gender-free bathrooms are also located on our new maps both online and onsite!

Foster Youth

MC NextUp services:

Moorpark College NextUp supports the academic and personal goals of current and former foster youth. NextUP connects with & supports foster youth students while increasing academic awareness and achievement as these students embark on their educational journey. The program assists students with navigating and securing access to services such as academic counseling, financial aid assistance &

CHAFEE applications, community resources, food pantry, priority registration, and tutoring. Below is a list of some of the additional services and opportunities directly provided by NextUp:

- NextUp book grants and meal vouchers
- NextUp graduation sashes
- NextUp "kit" which includes toiletry bags, bottles, pens, lanyards, etc.
- NextUp sweaters
- NextUp flyers and communications have been updated and translated to Spanish.
- Events in May 2024 to celebrate National Foster Care Month and give out blue ribbon pins to attendees.
- MC NextUp service area high school directory that includes, Independent Living Program (ILP) County Contact Information and Ventura County Probation Contact Information

Oxnard College Updates

LGBTQIA+ Support

The Oxnard Rainbow Resource Center (RRC) and Rainbow Cafe create an affirmative, supportive space for students to socialize, find support and encouragement, and talk about challenges both on and off campus. Center staff and students advocate for a just and inclusive society and are committed to becoming a valuable empowering entity to an underserved LGBTQIA+ population so that students can achieve their full potential.

The college supports its LGBTQIA+ students in a variety of administrative ways, including:

- Implementing the Preferred Name Policy, which gives LGBTQ+ students the option to use a preferred first name that may be different from their legal name.
- Launching a pronoun guide to help the college be a more inclusive environment and affirm students' identity.
- Providing Safe Zone training to employees so they can provide a safe and inclusive space for LGBTQ+ students and colleagues.
- Hosting a weekly Rainbow Café to provide a safe space for LGBTQ+ students to share their stories and meet new people.
- Creating an open, safe, and inclusive space at the Rainbow Resource Center for OC's LGBTQIA+ and ally community and providing support and resources in collaboration with local LGBTQAI+ agencies.
- Offering Introduction to LGBTQ+ Studies (SJS R130) as part of the college's social justice studies curriculum.
- Implementing All Gender Restrooms to accommodate our diverse student population.
- Oxnard College founded the Lavender Graduation ceremony (which now includes MC and VC)

Veteran Support

Oxnard College supports its veterans in a variety of ways through the Veteran Resource Center (VRC). The VRC offers direct support services and serves as a link to external support services for student Veterans, active military personnel, and their families. The VRC Program provides various services, including new student guidance, Veterans counseling, veteran student worker peer support, assistance with scholarships and financial aid, access to grants, connection to the military-affiliated community services, and more. Additionally, the VRC Program organizes college events focused on aiding reintegration into civilian and college life. Other supports include:

- A dedicated VRC academic counselor
- Assistance with VA education-related documents
- Applying for VA educational benefits
- Campus/Community Referrals
- Outreach & Early College Preparation
- Mentorship & Networking Opportunities
- An on-campus Veterans Club
- Computers and free printing for student use
- Access to employment opportunities and career information

Foster Youth Support

Oxnard College provides support for our foster youth population through the NextUp program. The program offers eligible current and former foster youth support and services, including help with books, school supplies, food and other basic needs, access to workshops specifically tailored to the needs of this community, and dedicated help finding grants and applying for financial aid. Other supports include:

- Free printing and computer use.
- Help with application fees for transferring students.
- Access to specific grants and scholarships.
- Letters of recommendation.
- Help paying for graduation regalia.
- Support groups and recognition events.

NextUp offers students proactive, holistic academic, transfer, career, personal, and psychosocial counseling, and NextUp students also have access to early registration, removing concerns about being placed on waitlists or not being able to register for required classes.

Ventura College Updates

VC has focused considerable efforts on ensuring that foster youth, veterans, and LGBTQIA+ students are supported and empowered on our campus.

Foster Youth
VC's Foster Youth Success Initiative (FYSI) program provides services to current or former foster youth. The goal of the program is to provide student support services to foster youth to ensure that they are successful in their educational journey. As part of this program, VC has a FYSI Liaison to provide individual support to foster youth on campus.

The role of the FYSI Liaison is to:

- Provide a safe and warm welcome to foster youth.
- Advocate for and serve as an ally.
- Connect foster youth with campus resources.
- Provide one-on-one assistance in completing the college and financial aid application process.
- Connect foster youth with resources within the community (i.e. housing, employment, etc.).

In addition to the FYSI Liaison, VC has assigned an Academic Counselor to the FYSI program to provide additional counseling and educational planning support.

Veterans
VC's Veterans Resource Center (VRC) assists all veterans and family members with a smooth transition from military to college. It also serves as a space to decompress and network with fellow veterans, active-duty service members, and reservists. The VRC is committed to assisting and providing the resources and tools necessary for achieving academic and career success.

The VRC offers personalized services to veterans, active-duty military, and eligible veteran family members in a welcoming environment. These services include:

- College application and registration assistance.
- Academic Counseling.
- Information on accessing and applying for VA and CalVet educational benefits.
- Liaison with all other VC support services.
- Employment, mentorship, and networking opportunities.
- Wellness groups.
- Study area, lounge space, restrooms, and kitchenette.
- Computers and free printing.
- Events and workshops.

In addition to the services provided by the VRC, VC offers several financial aid options designed specifically for veterans. These include the Jordana Ybarra-Telias Emergency Grant, as well as the VC Student Emergency Grant.

LGBTQIA+ Students
VC has a variety of initiatives and programs across the campus that are designed to support and empower our LGBTQIA+ students. These include the following:

- Lavender Graduation – this district-wide event honors and celebrates our LGBTQIA+ graduates. It is not just a ceremony, but a symbol of achievement and inclusion, reflecting the vibrant diversity within our academic community. It also allows district employees to stand with our graduates and contribute to an inclusive and celebratory campus culture.

- Pride Pirates Student Club – this student club was developed out of feedback received from students during campus student life days. The club is very active on campus, and provides representation for LGBTQIA+ spaces/identities, and builds a welcoming and fun atmosphere for our students.

- California Community Colleges LGBTQ+ Annual Summit – VC faculty, staff, and students have attended and actively participated in this annual event. In 2024, Jasmine Betka (Moorpark College), Nicole Falco (Ventura College), and Sylvia Lenhardt (Oxnard College) gave a presentation on the collaborative efforts that went into the development of the VCCCD Lavender Graduation.

- Campus events and workshops – VC regularly offers events and workshops focused on supporting and celebrating our LGBTQIA+ student population. Some recent examples include:

    o RISE Cultural Competency Training - this training aims to decrease the high incidence of trauma and suicide in LGBTQIA+ communities through cultural competency. Cultural competency is a set of consistent behaviors, knowledge, attitudes, and policies that enable effective work in cross cultural situations. The training focuses on stereotypes and implicit biases, risk factors and barriers, language, coming out experiences, and empowering professionals.

    o Drag-O-Ween Halloween Fundraiser – the Associated Students of VC hosted a Drag-O-Ween fundraiser to establish a scholarship fund for students who are passionately pursuing careers in LGBTQIA+ activism or have made significant contributions to unifying and amplifying queer voices within the Ventura College community.

    o Allyship Training – Dr. Emilie Mitchell of the California Community College Summit provided informative training on becoming an LGBTQIA+ ally. This informative training includes differences between sex, gender identity, gender expression, and sexual orientation. It also provides insights into the LGBTQIA+ student experiences on campus, and how those experiences affect course success and retention.

    o Safe Zone Training – the Safe Zone training program empowers faculty, staff, and administrators to support LGBTQIA+ students, staff, and faculty, and create change on campus. The training includes information on LGBTQIA+ terminology and history, concepts of privilege and identity development, and the opportunity to build skills for supporting LGBTQIA+ students, staff, and faculty. Upon completion of the workshop, attendees can choose to become a Safe Zone member by completing a contract expressing their commitment to supporting diversity and inclusion on campus. Additionally, Safe Zone members display a placard in a visible location, identifying them as a friend, supporter, and campus resource.

Chapter 3b. Closing Statements

This month's report, Chapter 3b, completes Chapter 3 of the Institutional Effectiveness reports to the PASS Committee. Aligning with VCCCD Strategic Goal #3: *Support the closing of academic achievement and support services equity gaps across racial, ethnic, socioeconomic, and gender groups*, Chapter 3b focused on supporting foster youth, LGBTQIA+, and veteran students.

Continuing with the enrollment management theme of previous reports, we focused on the four pillars of success—Access, Entry, Progress, and Completion. Some highlights from the report include access efforts from the DAC Outreach and Marketing Department and VCCCD's second annual Lavender graduation. Also, notable from the data are trends with veteran students. Veteran students showed low Fall to Fall persistence rates, but high course retention and success rates.

As we reflect on the data and initiatives detailed in this report, we recognize the importance of continuing to evolve our approaches to meet the diverse needs of our student populations. This report finds that the Measures of Achievement listed in the District's Strategic Plan need to be reviewed to better align with Strategic Goal #3. These Measures of Achievement are under review with VCCCD's Institutional Effectiveness Advisory Committee (IEAC) and suggestions to edit the language to reflect the goal more accurately are forthcoming.

Additional recommendations stemming from this report include:

- Reviewing results from the American College Health Association's National College Health Assessment (ACHA-NCHA) for foster youth, LGBTQIA+, and veteran students to better understand students' sense of belonging and challenges that may impact their persistence, retention, and success. Aggregated findings from these surveys were presented in the August 2023 PASS report.
- Organizing districtwide events and workshops to help build community and share best practices among students, faculty, and staff.
- Continuing and expanding training and professional development efforts such as SAFEZONE training and RISE Cultural Competency Training already implemented at the colleges to support foster youth, LGBTQIA+, and veteran students.

The next, and final PASS report of the 2023-2024 academic year will focus on Career Education completions and program development, and Economic and Workforce Development.

Appendix A and B are additions requested from the PASS Committee on May 28, 2024.

Appendix A. Foster Youth, LGBTQIA+, and Veteran Persistence, Retention, and Success Rates, by College

Moorpark College.

Table 15. **Moorpark College Foster Youth** Persistence, Retention, and Success Rates

Fall to Fall Persistence Rates					
Foster Youth	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Persistence	51%	44%	42%	44%	55%
Course Retention and Success Rates by Academic Year					
Foster Youth	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Retention	84%	86%	87%	87%	86%
Success	69%	65%	68%	62%	60%

Note: Enrollment data for persistence is based on unduplicated headcounts by student home college. Retention and success rates are based on course-level data.
Sources: Persistence: CCCCO Data Mart; Course Retention and Success Rates: VCCCD Banner SIS.

Figure 15. **Moorpark College Foster Youth** Course Retention and Success Rates, by Academic Year
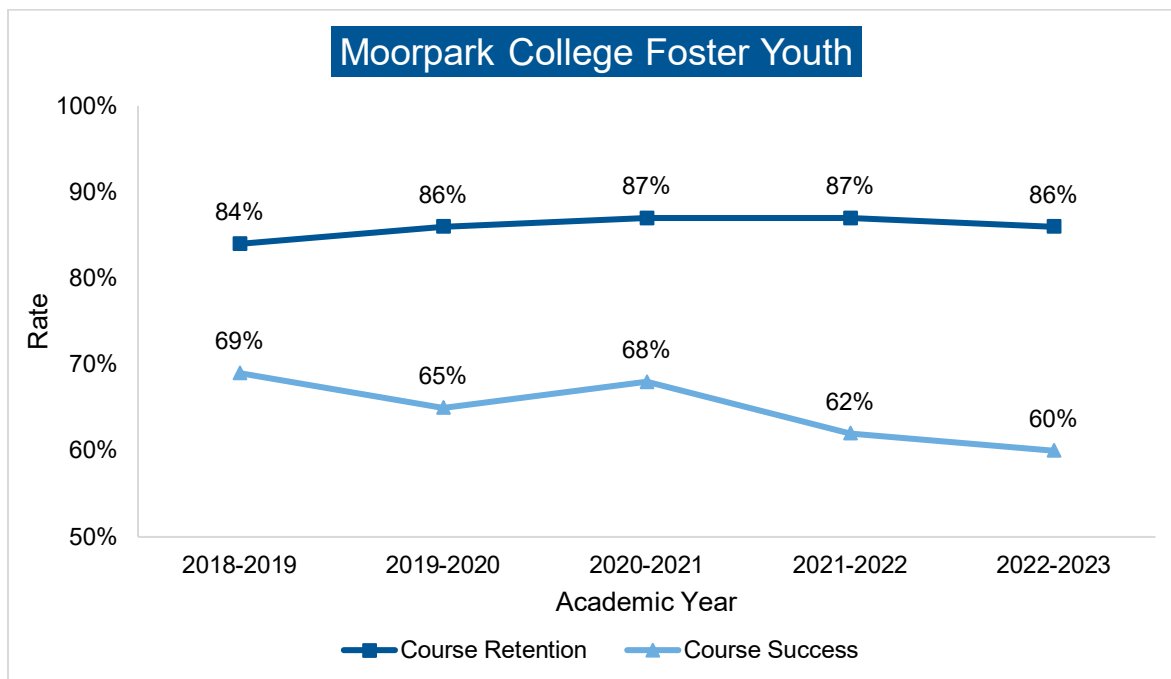
Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 16. **Moorpark College LGBTQIA+** Persistence, Retention, and Success Rates

Fall to Fall Persistence Rates					
LGBTQIA+	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Persistence	56%	42%	41%	41%	53%
Course Retention and Success Rates by Academic Year					
LGBTQIA+	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Retention	86%	88%	87%	88%	88%
Success	73%	72%	71%	72%	75%

Note: Enrollment data for persistence is based on unduplicated headcounts by student home college. Retention and success rates are based on course-level data.
Sources: Persistence: CCCApply Data Mart; Course Retention and Success Rates: VCCCD Banner SIS.

Figure 16. **Moorpark College LGBTQIA+** Course Retention and Success Rates, by Academic Year

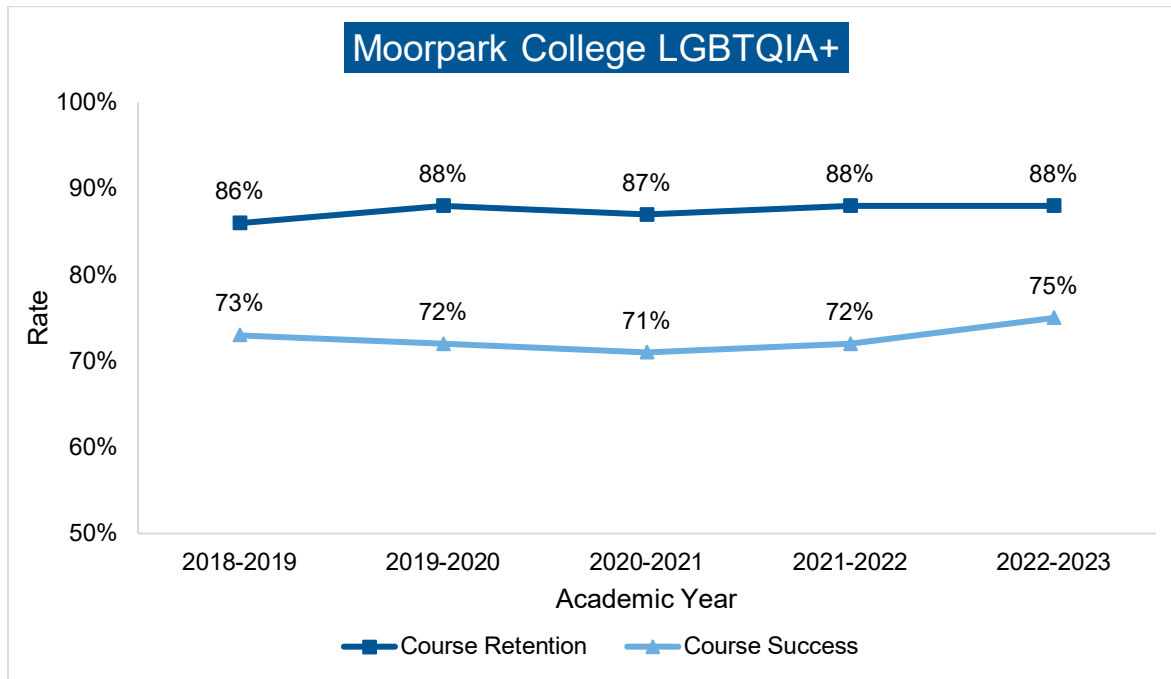Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 17. **Moorpark College Veteran** Persistence, Retention, and Success Rates

Veteran	Fall to Fall Persistence Rates				
	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Persistence	46%	42%	41%	33%	41%
Veteran	Course Retention and Success Rates by Academic Year				
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Retention	88%	89%	89%	86%	91%
Success	78%	72%	74%	70%	75%

Note: Enrollment data for persistence is based on unduplicated headcounts by student home college. Retention and success rates are based on course-level data.
Sources: Persistence: CCCCO Data Mart; Course Retention and Success Rates: VCCCD Banner SIS.

Figure 17. **Moorpark College Veteran** Course Retention and Success Rates, by Academic Year

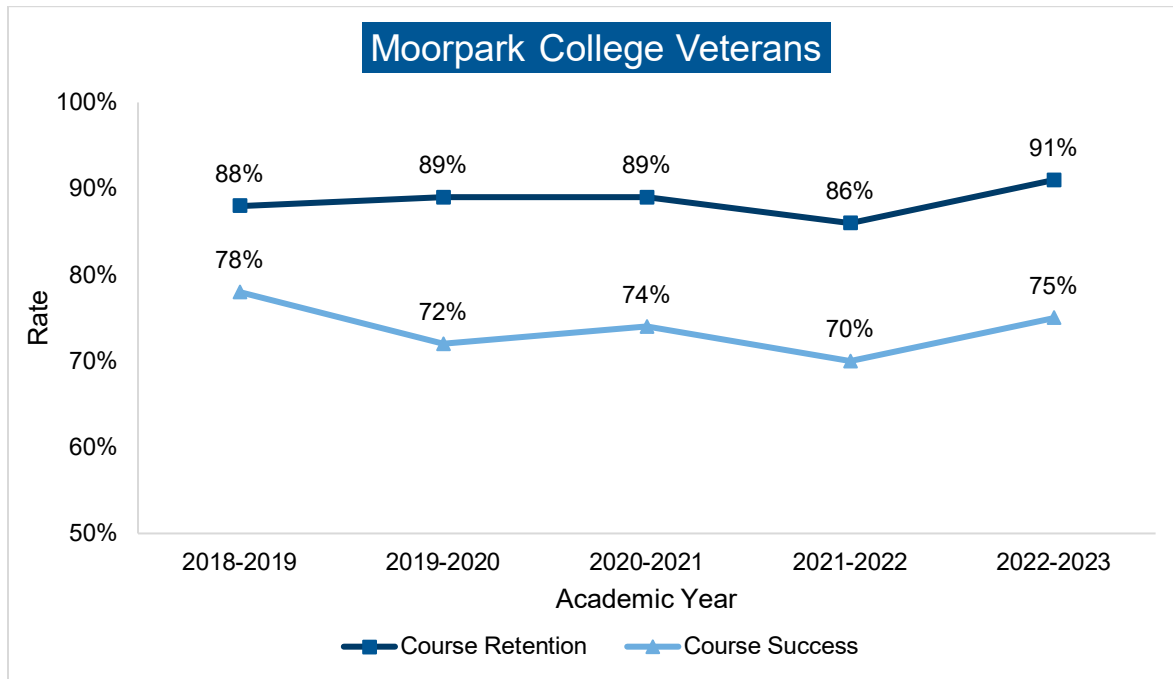Note: Rates are based on course-level data.
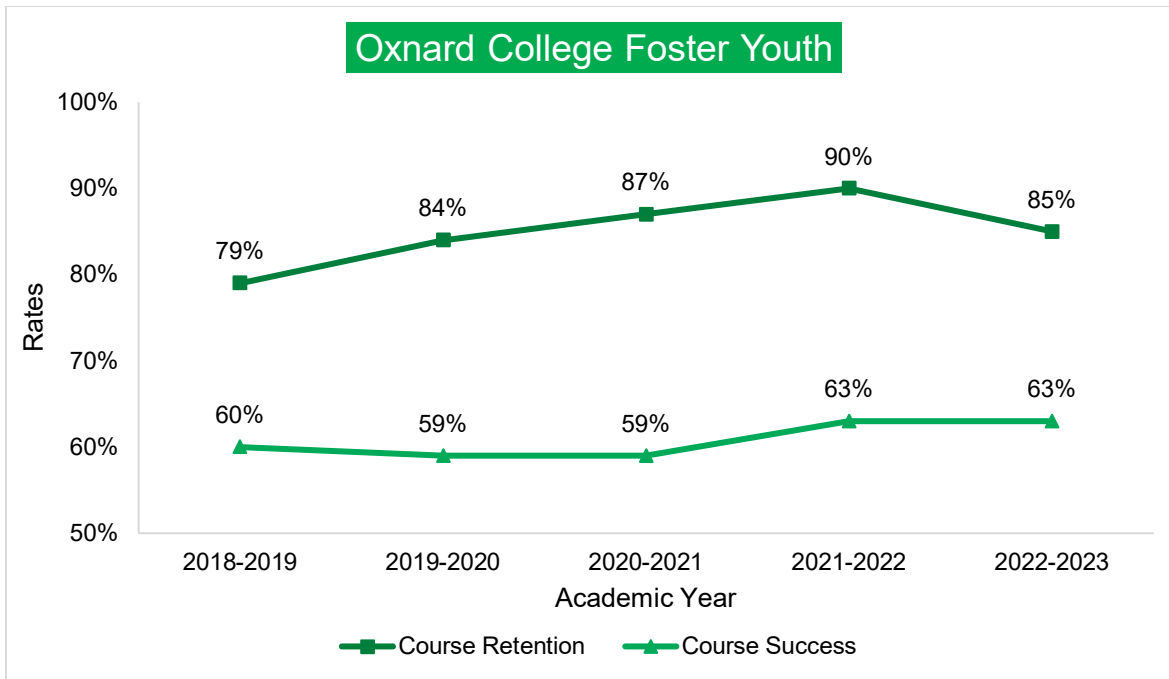Source: VCCCD Banner SIS.

Oxnard College.

Table 18. **Oxnard College Foster Youth** Persistence, Retention, and Success Rates

Fall to Fall Persistence Rates					
Foster Youth	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Persistence	48%	47%	57%	50%	45%
Course Retention and Success Rates by Academic Year					
Foster Youth	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Retention	79%	84%	87%	90%	85%
Success	60%	59%	59%	63%	63%

Note: Enrollment data for persistence is based on unduplicated headcounts by student home college. Retention and success rates are based on course-level data.
Sources: Persistence: CCCCO Data Mart; Course Retention and Success Rates: VCCCD Banner SIS.

Figure 18. **Oxnard College Foster Youth** Course Retention and Success Rates, by Academic Year

Note: Rates are based on course-level data.
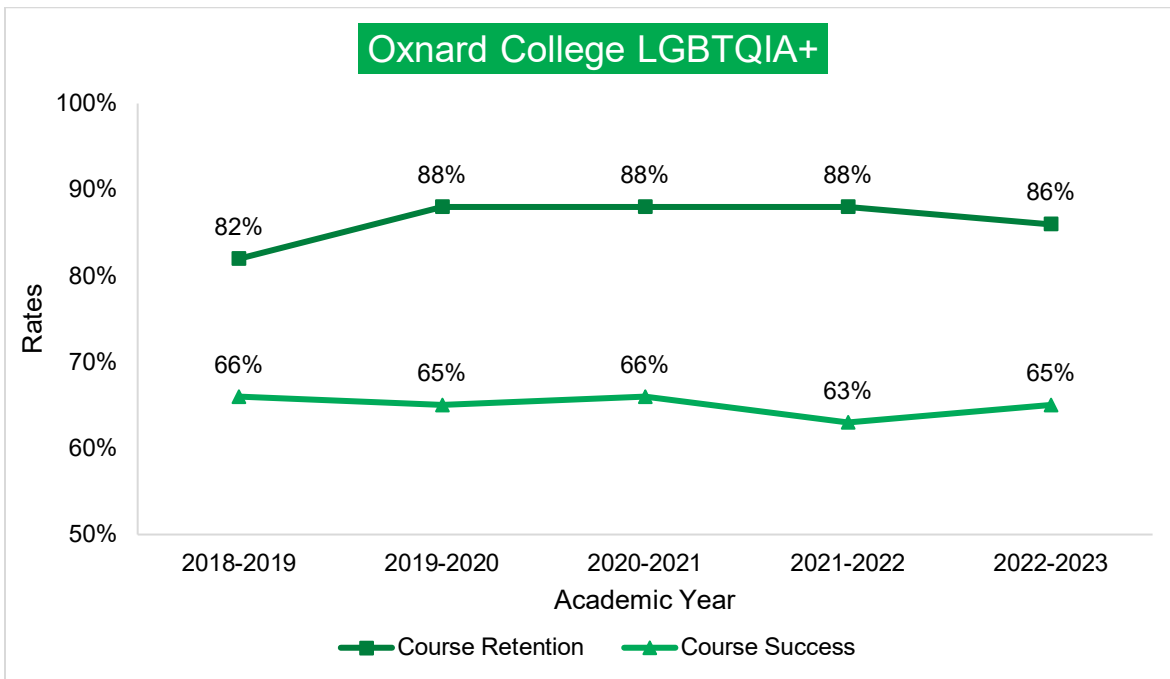Source: VCCCD Banner SIS.

Table 19. **Oxnard College LGBTQIA+** Persistence, Retention, and Success Rates

Fall to Fall Persistence Rates					
LGBTQIA+	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Persistence	46%	45%	44%	48%	48%
Course Retention and Success Rates by Academic Year					
LGBTQIA+	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Retention	82%	88%	88%	88%	86%
Success	66%	65%	66%	63%	65%

Note: Enrollment data for persistence is based on unduplicated headcounts by student home college. Retention and success rates are based on course-level data.
Sources: Persistence: CCCApply; Course Retention and Success Rates: VCCCD Banner SIS.

Figure 19. **Oxnard College LGBTQIA+** Course Retention and Success Rates, by Academic Year

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 20. **Oxnard College Veteran** Persistence, Retention, and Success Rates

Fall to Fall Persistence Rates					
Veteran	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Persistence	42%	39%	45%	34%	43%
Course Retention and Success Rates by Academic Year					
Veteran	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Retention	87%	91%	92%	94%	94%
Success	76%	77%	78%	77%	83%

Note: Enrollment data for persistence is based on unduplicated headcounts by student home college. Retention and success rates are based on course-level data.
Sources: Persistence: CCCCO Data Mart; Course Retention and Success Rates: VCCCD Banner SIS.

Figure 20. **Oxnard College Veteran** Course Retention and Success Rates, by Academic Year

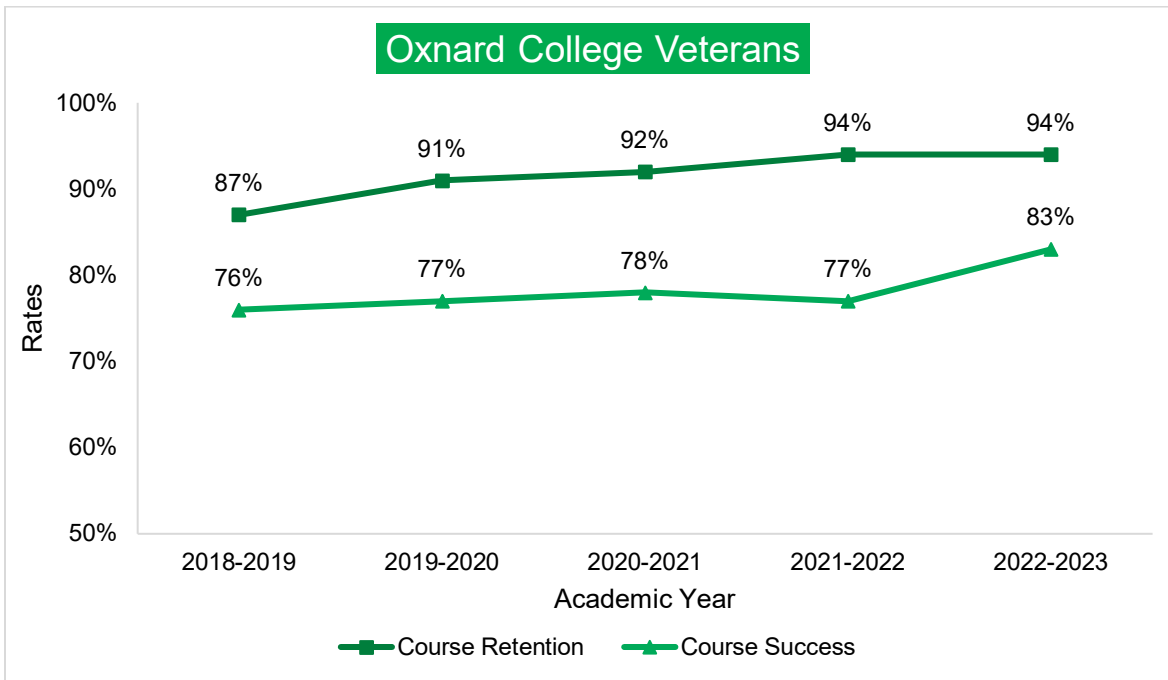Note: Rates are based on course-level data.
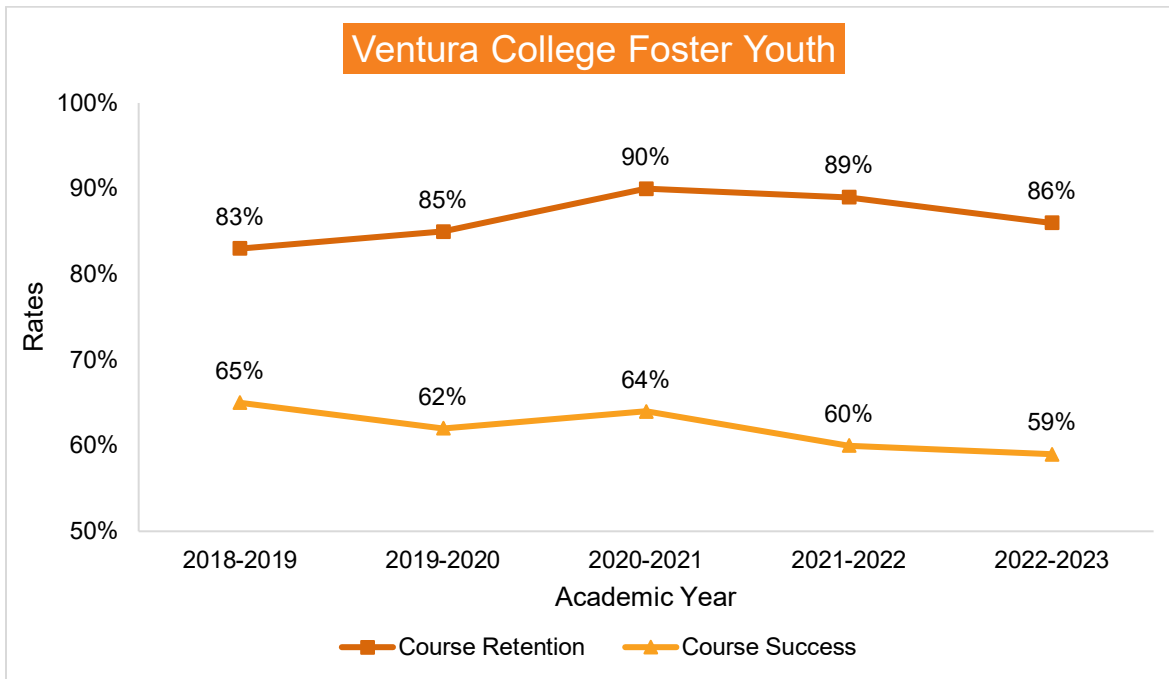Source: VCCCD Banner SIS.

Ventura College.

Table 21. **Ventura College Foster Youth** Persistence, Retention, and Success Rates

Fall to Fall Persistence Rates					
Foster Youth	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Persistence	48%	47%	48%	47%	56%
Course Retention and Success Rates by Academic Year					
Foster Youth	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Retention	83%	85%	90%	89%	86%
Success	65%	62%	64%	60%	59%

Note: Enrollment data for persistence is based on unduplicated headcounts by student home college. Retention and success rates are based on course-level data.
Sources: Persistence: CCCCO Data Mart; Course Retention and Success Rates: VCCCD Banner SIS.

Figure 21. **Ventura College Foster Youth** Course Retention and Success Rates, by Academic Year

Note: Rates are based on course-level data.
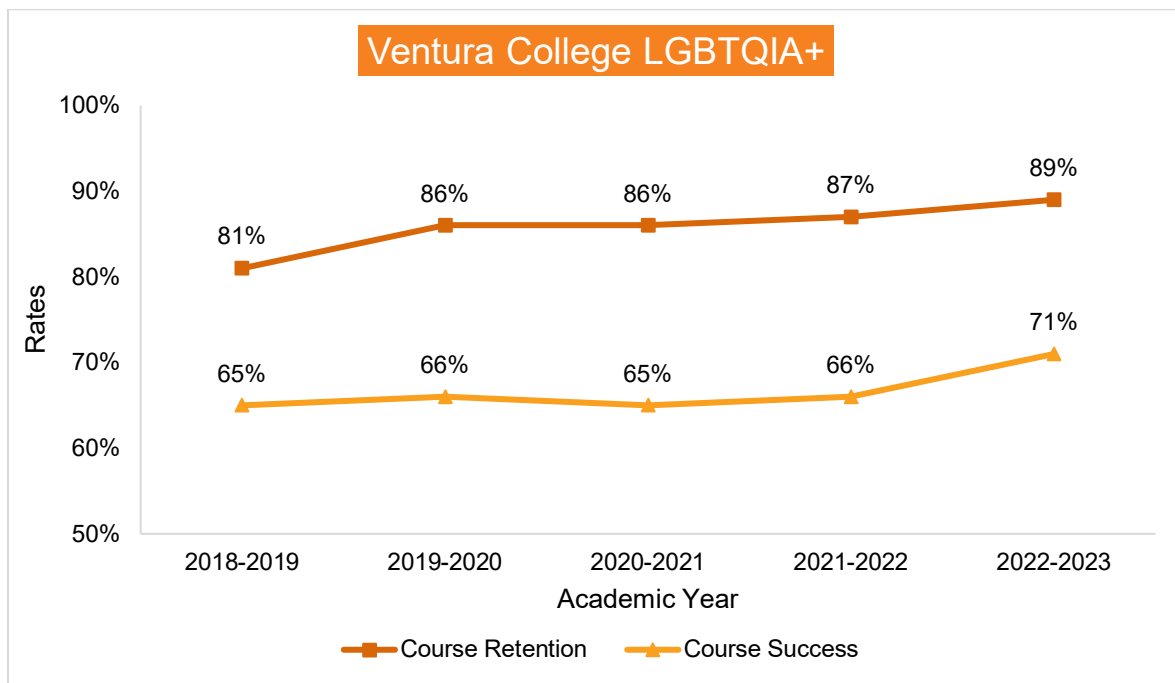Source: VCCCD Banner SIS.

Table 22. **Ventura College LGBTQIA+** Persistence, Retention, and Success Rates

Fall to Fall Persistence Rates					
LGBTQIA+	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Persistence	49%	39%	38%	40%	49%
Course Retention and Success Rates by Academic Year					
LGBTQIA+	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Retention	81%	86%	86%	87%	89%
Success	65%	66%	65%	66%	71%

Note: Enrollment data for persistence is based on unduplicated headcounts by student home college. Retention and success rates are based on course-level data.
Sources: Persistence: CCCApply; Course Retention and Success Rates: VCCCD Banner SIS.

Figure 22. **Ventura College LGBTQIA+** Course Retention and Success Rates, by Academic Year

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 23. **Ventura College Veteran** Persistence, Retention, and Success Rates

Fall to Fall Persistence Rates					
Veteran	Fall 2018 to Fall 2019	Fall 2019 to Fall 2020	Fall 2020 to Fall 2021	Fall 2021 to Fall 2022	Fall 2022 to Fall 2023
Persistence	42%	35%	37%	40%	41%
Course Retention and Success Rates by Academic Year					
Veteran	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Retention	88%	90%	92%	91%	90%
Success	77%	75%	77%	79%	78%

Note: Enrollment data for persistence is based on unduplicated headcounts by student home college. Retention and success rates are based on course-level data.
Sources: Persistence: CCCCO Data Mart; Course Retention and Success Rates: VCCCD Banner SIS.

Figure 23. **Ventura College Veteran** Course Retention and Success Rates, by Academic Year

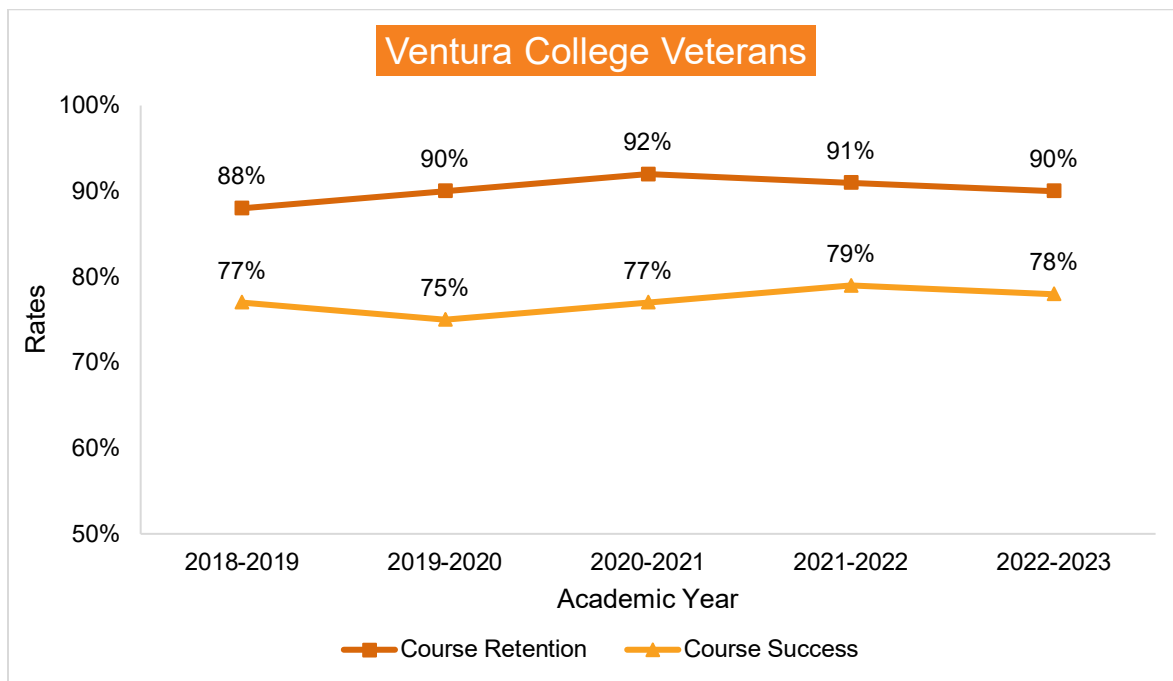Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Appendix B. Foster Youth, LGBTQIA+, and Veteran Districtwide Course Retention and Success Rates, by Course Modality

Table 24. **Districtwide Foster Youth** Course Retention and Success Rates, by Modality

Foster Youth	Academic Year				
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
In-Person Courses					
Retention	84%	86%	94%	89%	88%
Success	67%	63%	86%	70%	64%
Online Courses					
Retention	80%	84%	88%	89%	85%
Success	63%	63%	64%	60%	59%
Hybrid Courses					
Retention	80%	86%	92%	88%	85%
Success	55%	54%	71%	60%	62%

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 25. **Districtwide LGBTQIA+** Course Retention and Success Rates, by Modality

LGBTQIA+	Academic Year				
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
In-Person Courses					
Retention	84%	88%	93%	88%	90%
Success	71%	69%	84%	74%	77%
Online Courses					
Retention	80%	86%	87%	87%	87%
Success	64%	69%	67%	67%	70%
Hybrid Courses					
Retention	78%	84%	86%	87%	87%
Success	62%	66%	73%	66%	69%

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.

Table 26. **Districtwide Veteran** Course Retention and Success Rates, by Modality

Veteran	Academic Year				
	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
In-Person Courses					
Retention	89%	91%	93%	91%	94%
Success	79%	76%	88%	82%	82%
Online Courses					
Retention	83%	87%	91%	90%	90%
Success	71%	71%	75%	73%	77%
Hybrid Courses					
Retention	89%	88%	92%	93%	90%
Success	76%	67%	82%	77%	77%

Note: Rates are based on course-level data.
Source: VCCCD Banner SIS.