

1. access-successful enrollment (enroll within one year after applying);
2. retention-Fall to Spring semesters (all students);
3. completion of transfer-level math and English (within the first year);
4. Vision Goal Completion (earned credit certificates over 12 units and associate or bachelor’s degrees); and,
5. transfer to a four-year institution (in state or out-of-state).

Furthermore, the Student Equity Committee analyzed Chancellor Office data to assess the status of the student population and identify disproportionately impacted (DI) student groups in meeting five equity metrics correlated to develop three-year target goals, as delineated in Table 3.

Table 3. Río Hondo College Students Equity Targets and goals (2019 – 2022), All Students

Metric	Baseline	Target Achievement Rate %	Target # Of Students
Access: Successful Enrollment	27,084	49%	32,454
Fall to Spring Retention	13,883	69%	15,266
Completion of Transfer Math and English	182	12%	396
Vision Completion	1,793	5%	2,270
Transfer to 4-Year	1,220	7%	1,398

Source: Río Hondo College Office of Institutional Research and Planning

The activities presented below reflect the integrated planning of components from Credit Student Success and Support Program (3SP), Non-Credit 3SP, Basic Skills, and Student Equity programming and are captured in Table 4.

Table 4. Student Equity Plan Activities and Metrics (2019-2022)

Metric	2019 – 2022 Activities for Overall Student Population
Access: Successful Enrollment	<ul style="list-style-type: none"> • High School Outreach at 37 high schools • High School Counselor Breakfast • Senior Preview Days • Dual and Concurrent Enrollment at high schools and on-campus • Financial Aid Workshops and Cash for College events at the high schools and on- campus • Freshman Welcome Days • First-Year Family Night • Orientation, online and in-person • Counseling 105 Courses and Educational Planning Workshops (EPWs) at the high schools • Fast Pass Workshops • Noncredit Counseling, and matriculation support at 35 locations and 3 RHC Educational Centers
Retention: Fall to Spring	<ul style="list-style-type: none"> • Summer Bridge • AVANCE/First-Year Seminars • Student Success and Dream Center • Student Success Coaches • Student Success Workshops • Noncredit Educational Planning & Follow-up Services at 35 sites • Rio Promise, 2 Years of Free Tuition for First-Time College Students • Priority Registration Labs (Fall and Spring) • Roadrunner Connect (Early Alert) • Student In-reach

Metric	2019 - 2022 Activities for Overall Student Population
Completion of Transfer Level Math AND English	<ul style="list-style-type: none"> • Multiple Measures, including Guided Placement Tool • Gateway Tutoring (Transfer level English and Math) • Academic Excellence Workshops (AEWs) • Statistics Support Center • Learning Assistance Center (LAC) • Math and Science Center (MSC) • Communications & Languages Center
Vision Goal Completion	<ul style="list-style-type: none"> • Educational Planning Workshops (EPWs) • Roadrunner Connect (Early Alert) • Noncredit Completion of Career Development and College Preparedness Chancellor's Approved Certificates • Career Success Day • Graduation Support Labs
Transfer to Four-year institution	<ul style="list-style-type: none"> • Transfer Conference • Transfer Guide • Transfer Center Support • Pathway to Law Program • Summer Scholars Transfer Institute • Local and Northern California College Visits • Gateway Tutoring (Transfer GE courses)

To ensure the successful implementation of the Vision for Success, Guided Pathways, and Student Equity and Achievement Plan, the College's Integrated Planning Model aligns these initiatives with its Strategic Plan. In this way, these initiatives are connected to the Educational and Facilities Master Plans and the College's strategic plan goals and objectives that deal specifically with instructional programs, student services, enrollment management, and facilities plans. Ultimately, the Integrated Planning Model, and more specifically the Strategic Plan, through the Annual Implementation Plan, supports the College's commitment to:

- providing course offerings that meet students' needs;
- supporting the successful completion of all students' educational goals; and,
- producing sufficient resources to support the educational mission and educational goals of the College.

Institutional Plans

The institutional plans, which include the Enrollment Management Plan, Technology Plan, and Human Resources Plan, serve to support the College's efforts to meet the specific goals and objectives of the Strategic Plan.

Enrollment Management Plan

Strategic Enrollment Management (SEM) plans allow colleges to align their mission and strategic plan with comprehensive goals centered upon improving the student experience from entry through completion. SEM not only fosters student success by focusing on improving equitable access, persistence, course success, and completion, but also ensures that enrollments are optimized in ways that support fiscal sustainability. Moreover, an effective SEM plan requires that the institution provide relevant programs, efficient course scheduling that minimizes the time for program completion, and built-in supports that effectively meet the needs of a diverse student population and improve equitable outcomes.

Río Hondo College has started to develop an Enrollment Management Plan, which will support the College's implementation of its mission, vision, and values by integrating Strategic Plan goals with all of the College's other plans and allow the College to: