

CA Black-Serving Institution Designation Application for El Camino College

Institution Description

[El Camino College](#) is an equity-focused institution that partners with its diverse communities to provide student-centered learning, career development, and lifelong enrichment. The college is committed to creating equitable opportunities that support student achievement, economic mobility, lifelong learning, and community engagement. Through a comprehensive range of academic programs, student support services, transfer preparation, workforce training, and culturally responsive practices, El Camino College serves as a catalyst for student success and community transformation.

Institution Website

<https://www.elcamino.edu/>

College/University President Name

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Statement of institutional commitment to Black and/or African American student success

El Camino College's commitment to Black and African American student success is rooted in its mission as an equity-focused institution that partners with diverse communities to provide student-centered learning, career development, and lifelong enrichment. The college recognizes that achieving equitable outcomes requires intentional action to eliminate systemic barriers that have historically affected Black student access, persistence, completion, and transfer. The college's vision to create equitable opportunities for students, employees, and the broader community serves as the foundation for all institutional planning and resource allocation decisions.

Black student success is embedded throughout the Comprehensive Integrated Plan, Education Plan, and Student Equity Plan. These institutional plans prioritize equitable access to learning and support services, educational experiences that advance academic and career goals, and opportunities that foster belonging and engagement. El Camino College uses disaggregated student outcome data to identify equity gaps and develop targeted interventions that support Black student achievement. This data-informed approach ensures that institutional priorities are directly connected to measurable improvements in student

outcomes.

The college's commitment is demonstrated through dedicated investments in the Black Student Success Center, Student Equity and Achievement initiatives, culturally responsive professional development, transfer and completion programs, and coordinated academic and student services support. These efforts reflect El Camino College's belief that Black student success is not the responsibility of a single program or department but rather an institutional responsibility that must be shared across all divisions of the college.

As a prospective California Black-Serving Institution, El Camino College is committed to advancing equitable educational opportunities that support Black students in achieving their academic, transfer, workforce, and personal goals while cultivating a campus environment where Black students experience belonging, affirmation, and success.

Percent of enrolled student population identifying as Black/African American for the most recent term

12%

Number of enrolled students identifying as Black/African American for the most recent term

2,822

Academic goals to achieve within the five-year designation period

During the five-year designation period, El Camino College will advance a coordinated strategy to improve educational outcomes for Black and African American students by aligning Black student success initiatives with the goals and objectives identified in the Comprehensive Integrated Plan and Student Equity Plan.

Goal 1: Increase Retention and Persistence

The college will improve persistence rates among Black students by expanding intrusive advising, educational planning, affinity-based engagement opportunities, and coordinated support services. Through implementation of Caring Campus principles, enhanced case management, and strengthened partnerships among academic affairs and student services, Black students will experience earlier interventions and stronger connections to college resources.

Goal 2: Increase Completion of Transfer-Level Math and English

Recognizing the importance of early academic momentum, El Camino College will expand support structures that improve the successful completion of transfer-level English and mathematics during students' first year. Efforts will include targeted outreach, tutoring, learning communities, faculty professional development, and utilization of evidence-based instructional practices that support disproportionately impacted students.

Goal 3: Increase Degree and Certificate Completion

Building upon recent increases in Black student completions, the college will continue to strengthen degree audit systems, educational planning processes, transcript evaluation procedures, and award identification practices. The goal is to increase the number of Black students earning certificates, associate degrees, and Associate Degrees for Transfer while reducing time to completion. Black student completions increased from 314 in 2022-23 to 408 in 2024-25, providing a strong foundation for continued growth.

Goal 4: Increase Transfer Readiness and Transfer Rates

The college will strengthen transfer pathways through dedicated case management, strengthening relationships with the Transfer Success Pathway program, increased transfer awareness beginning in onboarding, enhanced transfer workshops, university visits, HBCU transfer exploration opportunities, and improved tracking of transfer milestones.

Goal 5: Foster Belonging and Engagement

Consistent with Goal 7 of the Comprehensive Integrated Plan (<https://cip.elcamino.edu/>), El Camino College will create expanded opportunities for Black students to engage in leadership development, cultural programming, mentoring, connections with equity centers, and campus life activities that build community and increase students' sense of belonging. Research consistently demonstrates that belonging is strongly connected to persistence and completion outcomes.

Academic equity goals to achieve within the five-year designation period

El Camino College's academic equity goals focus on reducing and ultimately eliminating achievement gaps between Black and African American students and the overall student population across key student success metrics identified in the Student Equity Plan (<https://www.elcamino.edu/support/resources/student-equity-program/student-equity-plan.php>).

Enrollment and Access

The college will increase successful enrollment among Black students through targeted outreach, community partnerships, enrollment support services, affinity-center engagement, and culturally responsive recruitment practices. These efforts will ensure equitable access to educational opportunities and support services.

Transfer-Level Math and English Completion

Current data indicate that Black students complete transfer-level math and English at lower rates than the overall student population. The college will implement coordinated academic support strategies designed to substantially reduce this gap and increase first-year completion rates. Success will be measured through annual Student Equity Plan benchmarks and ongoing disaggregated data review.

Persistence

Equity-focused counseling, educational planning, early alert systems, and student engagement strategies will be used to improve persistence rates among Black students. The college's goal is to significantly reduce persistence gaps through consistent monitoring and intervention efforts.

Degree and Certificate Completion

The college will increase equitable completion outcomes through comprehensive educational planning, improved degree audit technology, accelerated transcript evaluation processes, and intentional completion campaigns targeting students who are close to earning awards. These efforts are designed to increase both completion rates and timeliness of completion.

Transfer Outcomes

Transfer remains one of the most significant equity priorities identified by the institution. The college will increase transfer rates for Black students by integrating transfer planning throughout the student journey, enhancing transfer advising, and creating structured pathways to CSU, UC, HBCU, and private university destinations.

Institutional Equity Infrastructure

El Camino College will continue strengthening institutional accountability by integrating equity metrics into program review, strategic planning, budget development, and resource allocation processes. All departments will be encouraged to demonstrate how programs and initiatives contribute to closing equity gaps and advancing student success for Black students.

Institutional memberships, charters, or affiliations related to Black and African American student advancement

El Camino College actively participates in and supports initiatives dedicated to the advancement of Black and African American students through:

- Black Student Union (BSU)
- Black Student Success Center (BSSC)
- Umoja Project Success Program
- MyPath
- Student Equity and Achievement Program
- Community partnerships with local school districts and organizations serving predominantly Black communities
- HBCU pathway and transfer exploration efforts
- Equity-focused institutional planning and data analysis initiatives
- Culturally responsive faculty and staff professional development programs
- A(2)MEND - The College is exploring this opportunity

These affiliations strengthen pathways to educational attainment, leadership development, transfer success, and increased belonging for Black students.

Campus resources available to promote equity and inclusion for Black and African American students

El Camino College provides a comprehensive network of academic, personal, cultural, and financial support services designed to foster success and belonging among Black and African American students.

The cornerstone of these efforts is the Black Student Success Center (BSSC), a dedicated space that promotes academic achievement, leadership development, community engagement, and personal

growth. The center provides academic counseling, mentoring, community-building activities, leadership opportunities, laptop access, calculator loans, transfer assistance, and direct connections to campus resources. Its mission is to acknowledge educational barriers experienced by Black students while expanding sustainable resources and creating a place of refuge where students can express themselves and succeed.

Additional resources include:

- Student Equity and Achievement Program
- Umoja Project Success Program
- Dedicated Equity Counselors
- Transfer Center Services
- First Year Experience Programs
- Warrior Cupboard and Basic Needs Assistance
- Financial Aid and scholarship support
- Career and Workforce Development programs
- MESA and STEM support services
- Guardian Scholars Program
- Learning communities and cohort programs
- Mental health and wellness resources
- Black Student Union leadership opportunities
- Cultural programming and heritage celebrations
- Transfer Success Pathway programs
- University tours and transfer workshops
- Faculty and staff culturally responsive professional development initiatives

Together, these resources create a holistic support system that addresses academic achievement, financial wellness, social belonging, transfer readiness, and leadership development for Black students.

Additional information for the governing board to consider regarding readiness for Black-Serving Institution designation

El Camino College is exceptionally well positioned to serve as a California Black-Serving Institution due to its demonstrated commitment, established infrastructure, and measurable investments in Black student success. The college currently enrolls 2,822 Black/African American students, representing 12 percent of the student population and exceeding the eligibility requirements established by the Statewide Central Office for the Advancement of Black Student Success.

The college has intentionally developed a comprehensive support ecosystem that includes the Black Student Success Center, Student Equity and Achievement initiatives, transfer supports, counseling services, basic needs programs, culturally responsive professional development, and equity-centered institutional planning. The Black Student Success Center serves as a visible and impactful example of the college's dedication to creating spaces where Black students are affirmed, supported, and empowered to succeed.

The institution also demonstrates readiness through its use of data-informed decision making. El Camino College routinely analyzes disaggregated student outcomes, identifies areas of disproportionate impact, and develops targeted interventions through the Student Equity Plan and departmental program reviews.

This process ensures that resources are aligned with student needs and that progress toward equity goals can be measured and evaluated over time.

Most importantly, El Camino College approaches Black student success as an institution-wide responsibility. Administration, faculty, staff, students, and community partners are actively engaged in advancing equitable outcomes. Through sustained investment, strategic planning, and accountability structures, the college has established the foundation necessary to serve as a model California Black-Serving Institution and to significantly improve educational outcomes for current and future generations of Black students.

Required Publication URL

<https://www.elcamino.edu/leadership/president/presidents-advisory-committee-on-race-and-equity/>