

COM Equity Progress Report: GRIT

1. Continually acknowledge structural racism with the COM Board of Trustees, superintendent/president's cabinet, employees, and students.

- GRIT developed institutional outcomes and guiding questions that focused on disrupting systemic racism and addressing anti-blackness for the Noninstructional Program review process.
- GRIT is now reviewing both Instructional Program Review and Noninstructional Program review reports for issues around equity and barriers that prevent access and success.
- To ensure implementation of COM's Student Equity Plan, GRIT invited representatives from departments and programs to report on their work associated with the Student Equity Plan to provide accountability and support.

GRIT/Student Equity Plan Discussion Meeting Schedule

- **2/10/2021: Welcome & Enrollment Processes:** Enrollment Services, Counseling, Outreach
- **2/24/2021: Transfer & Attainment:** Transfer, Career, Advancement, Counseling, Outreach
- **3/10/2021: Increased Services:** Enrollment Services, Health Services, Counseling, Bookstore, Student Activities & Advocacy, SAS
- **4/14/2021: Completion of Transfer level Math & English:** Educational Success, Outreach, English, Math, Academic departments, Tutoring & Learning, PRIE, Student Activities & Advocacy, Professional Learning, SAS
- **4/28/2021: Retaining Students/Academic Probation Support:** Educational Success, Counseling, EOPS, Student Activities & Advocacy, IT, SAS, Enrollments Services, Student Services, Deans/Directors
- **5/12/2021: Retaining students and support:** Learning communities, EOPS, Counseling, SAS, Student Activities & Advocacy

2. Center the healing and collective care for Black and African American students and employees.

- GRIT's development and work with the Student Equity Plan included support for the growth of peer mentoring and the learning communities like Umoja. Umoja has been instrumental in presenting an Equity in Mental Health Speaker Series along with Psychological Services to center the healing and collective care of Black and African American students and employees.

Student Equity Plan

- Scale, coordinate, and align efforts among the learning communities
- Expand peer mentoring program
- Increase the presence of peer student-to-student interactions to enhance access and services support (SAS 1.1. Action Step 1.2)

3. Ongoing anti-racist training for the COM Board of Trustees, superintendent/president, cabinet, and employees.

- The Student Equity Plan supports professional learning for faculty around issues of equity and anti-racism as well as eliminating achievement gaps through the successful implementation of AB 705.

Student Equity Plan

- Provide professional development opportunities to share best practices in increasing student success and implementing AB 705 (IP 6.1. Action Step 1.4.)
- Focus equity flex activities on effective pedagogy, classroom management and teaching strategies for identified focused/targeted groups to address gaps (E.1.2. Action Step 1)

4. **COM Police Department employees receive ongoing professional learning and training rooted in anti-racism.**
 - N/A
5. **Advance anti-racist affinity groups.**
 - N/A
6. **Provide proactive support for faculty in evaluating and evolving their anti-racist classroom and learning cultures, curriculum, and evaluations.**
 - The Student Equity Plan supports professional learning for faculty around issues of equity and anti-racism within the classroom.
 - Student Equity Plan**
 - Focus equity flex activities on effective pedagogy, classroom management and teaching strategies for identified focused/targeted groups to address gaps (E.1.2. Action Step 1)
 - GRIT has also facilitated discussions with the Math and English Departments as well as other programs on campus about ways to better support students to eliminate achievement gaps.
7. **Review all participatory governance committee charges and plans to ensure anti-racism is established and integrated as a core commitment and approach.**
 - GRIT rewrote the Committee charge to include anti-racism
8. **Build a pipeline of practices for hiring, supporting, and retaining more Black, African American, people of color, and equity-minded employees and institute a Grow Your Own program.**
 - N/A