

EQ1: Decrease toward elimination of existing racial equity gaps at the College, with the goal of eliminating gaps by the conclusion of the EMP in 2025.

Objective 1.1 Routine, disaggregated data analysis at both the institutional and program level identifies particular areas of concern and charts progress toward Equity Goal 1 attainment.

	Timeline: Please select which academic year(s) the action steps will be executed:			Brief narrative for action steps addressed in 2022-23: <ul style="list-style-type: none"> Describe your approach/priorities/plans for Year 1; What are the challenges and opportunities? What questions do you have that would be helpful to think through with the EPC?
	Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)	
Review and further focus the critical data points at the course, program, and institutional levels needed to call out race-based disparities in outcomes, ensuring intersectionality is considered. Incorporate this work into the program review process outlined in EQ1.3.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	PRIE continues to add to and refine its robust data available to departments for program review and other purposes. Analysis of program reviews in the spring and beyond will help us shine a light on those specific data points most useful in naming ongoing disparities.
Provide examples/templates of actionable items based on data points for department/program use in addressing disparities in outcomes in the program review process outlined in EQ1.3.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Programs reviews completed to date offer some good examples of actionable items. Spring 2023 will be used to take these and other examples and draft a template of actionable items, which then can be refined in future years.
Settle on holistic equity scorecard metrics tied to the three EMP equity goals and supportive of reaching the objectives via the action steps identified.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This item results from the work in the first item above and will be worked on in Spring 2023.

EQ1-1.2. Objective 1.2 Data-informed, equity-minded, ongoing professional development expands faculty, staff, and administrator capacity and capability to meet Equity Goal 1.

	Timeline: Please select which academic year(s) the action steps will be executed:			Brief narrative for action steps addressed in 2022-23: <ul style="list-style-type: none"> Describe your approach/priorities/plans for Year 1; What are the challenges and opportunities? What questions do you have that would be helpful to think through with the EPC?
	Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)	
Assess current capacity/capability and equity-mindset of employees (assuming growth based on flex/professional development offerings to date) through survey, focus groups, and analysis of equity-related trends across performance review materials.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	PRIE will work with others in Spring 2023 to draft an approach to this assessment work, which then can be implemented in the following year.
Create 'training for implementation', beyond just professional development, at all levels and in all areas, focusing on institutional definitions of equity, equity-mindedness, and anti-racism and connecting them to concrete issues and actions.	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	A new CCCCO grant opportunity focused on equity-minded pedagogy and professional development, coupled with our plans for a Teaching/Learning Center in the new LRC will discussed and an action plan developed in Spring 2023--with 'training for implementation' at the heart of this approach.
Further catalogue and disseminate efforts and intended outcomes related to eliminating educational inequities to reinforce within the culture of the College equity is central to our mission and values	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	UEI exemplifies cataloguing work being done through their annual report of activities and initiatives. This information, coupled with similar approaches in other areas, will begin to be disseminated more regularly and strategically over the life of this plan.

EQ1-1.3. Objective 1.3 All academic programs identify and carry out data-informed, equity-minded, program-specific changes through the program review process toward Equity Goal 1 attainment.

	Timeline: Please select which academic year(s) the action steps will be executed:			Brief narrative for action steps addressed in 2022-23: <ul style="list-style-type: none"> Describe your approach/priorities/plans for Year 1; What are the challenges and opportunities? What questions do you have that would be helpful to think through with the EPC?
	Year 1 (2022-23)	Year 2 (2023-24)	Year 3 (2024-25)	
Make program review template more clearly focused on racial equity gaps, as referenced in EQ1.1.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This work will happen after the progress outlined in EQ1.1 occurs later this year and into next.
Add qualitative/narrative elements to critical data points (as referenced in EQ1.1) to dismantle data critique, which is a method of maintaining inequities/white supremacy, and get programs to the substantive discussion of improvement and identification of specific goals to reduce disparate outcomes.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This work will happen after the progress outlined in EQ1.1 occurs later this year and into next.
PRAC completes the connection of program review and resource allocation by leveraging its core principles.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	PRAC has built this step into its process for this year and can report on its efficacy annually moving forward.