

EQ3: Given that Marin County's stark racial inequities are intertwined with the College's ability to achieve its mission, be a leader in promoting equity throughout the county.

Objective 3.1 Strong, expanded equity-minded partnerships with local governments, nonprofits, and industry. Collaborate with Community Engagement and Responsiveness Goal 5 work teams.

Timeline: Please select which academic year(s) the action steps will be executed:

- Brief narrative for action steps addressed in 2022-23:
- 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)	
Focus efforts with local K-12 districts and schools on key drivers of equitable educational outcomes, including ELL/ESL, ethnic studies, COMPASS/AVID pilot/expansion, and increased dual enrollment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	K12: Summer Bridge for ESL classes for low and intermediate ESL levels. K12: Adult Education - ESL department is working with the Adult Ed schools & MCOE on the development of a Spanish Literacy program for students who need support. Canal Alliance - ESL department working with CA to help support students transitioning from their courses to COM's. Summer Career Academies resumed and expanded to include Building, Cyber Security, Education and Social Justice, Entrepreneurship, Gaming, and Health Careers/Occupations. Total enrollment was 170 students.
Explore additional and leverage existing community partnerships to coordinate provision of and streamline access to critical basic needs resources, including housing, food, technology, and mental health support.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	COM Psych Services and Umoja along with County Health & Human Services planned and hosted the first annual Equity in Mental Health Symposium in August with participants from all over the county and beyond. It was focused on those working in education, mental health, mentoring, and social and youth services.
Participate in the regional 'educator of color pipeline' efforts underway with MCOE, Sonoma State University, and others, acting as Marin County's higher education representative/connector between K-12 and baccalaureate/credentialing institutions.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	VP Eldridge and Dean Alamillo and Sr. VP Elias Lopez of SSU convened over 40 educators of across the TK-Higher Ed continuum to begin developing a high quality, inclusive, and culturally responsive pathway. The initial session in September envisioned local BIPOC students surrounded by a collaboration of partner institutions offering an extremely low cost pathway with a strong focus on early skill development. The next meeting is scheduled for December 2.
In alignment with state-wide efforts and institutional priorities, ensure an ongoing Police Services advisory to include college and community stakeholders tasked with examining campus policing to ensure accountability & campus safety practices adhere to principles of diversity, equity, inclusion, and accessibility. The advisory should prioritize inclusion of students representing minoritized and marginalized communities and can serve as a model for and learn from other entities and jurisdictions in the County.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Police Services Task Force convened last academic year completed its work and made 14 recommendations for moving forward, including creating an on-going advisory council on police services. The president has been working with a small group to evaluate various existing models within the system and to develop a charge for the council. The advisory council will be seated early spring semester 2023.