

Educational Planning Committee
Report for Academic Year 2017-2018
Student Success 1.1: Employee Preparedness for Student Equity
Presented by Jonathan Eldridge

Please keep the report to a maximum of 2 pages for each objective.

1. EMP Recommendation and Objective (Include narrative from 2015-2018 strategic plan)

EMP Recommendation Student Success 1: Develop, implement and evaluate a college-wide plan for student retention and success, including mechanisms to connect SLO assessment to program review.

Objective SS1.1: Increase institutional preparedness to address student equity.

2. What actions have been taken toward achieving the objective? Please describe. (reference action steps when relevant).

Every convocation, every flex week, and every staff professional development day over the past three years have included a strong focus on issues of inclusion, equity, and diversity. Additionally, the IDEA (inclusion, diversity, equity, and action) committee was formed in 2017 in an effort to coordinate existing efforts and prioritize additional work to be undertaken. The reconstituted EEO (equal employment opportunity) committee has also squarely focused on how to better address issues of equity through hiring practices and professional development. Thus, the professional development committee has implemented the programs above with that strong focus. The 2017 summer leadership series, attended by nearly 60 faculty, staff, and administrators, was based on creating additional capacity to understand and provide leadership around the equity agenda. In March a team of 9 faculty and others will attend the Equity in Faculty Hiring Institute through the Rossier Center for Urban Education at USC (which will be followed by attendance at an institute on equity in the classroom). The College is also a leader with Marin Promise and local community based organizations working with under-represented high school students—who will be attending COM soon. All of these examples (and the many other programs, conversations, meetings, and activities focused on equity issues) have led to the increase in participation outlined below.

3. Are you on track to achieve this objective? What evidence supports your judgment of progress made toward this objective?

Yes, this objective is on track. In fact, the evidence below (and the entire report based on the survey data: <http://prie.marin.edu/sites/prie/files/COM-Preparedness-to-Address-Student-Equity-Fall-2017.pdf>) shows a significant increase in self-reported participation in these trainings designed to improve employee preparedness to address student equity.

Performance Indicator SS1.1: Higher level of institutional preparedness in Spring 2017 than currently (defined by opportunities to learn about different identity groups and employee participation. Baseline Fall 2015: 13% of respondents said COM “often” and 40% said COM “sometimes” provides opportunities to learn about different identity groups; 29% “often” participate and 21% “rarely” participate.)

Question 4. COM offers opportunities to gain knowledge about what "I do not know" about different identity groups with whom I am less familiar.

	2015 % (n=180)	2017 % (n=167)	Percentage Point Difference
Never	9.4	4.8	-4.6
Rarely	17.8	18.0	0.2
Sometimes	40.0	43.7	3.7
Often	13.3	22.8	9.5
Don't Know	19.4	10.8	-8.6

Question 5. To what extent do you participate in COM trainings or other events to ensure your ability to support equity for students at the College?

	2015 % (n=181)	2017 % (n=166)	Percentage Point Difference
Never	7.2	3.0	-4.2
Rarely	21.0	12.1	-8.9
Sometimes	40.9	38.0	-2.9
Often	28.7	45.8	17.1
Don't Know	2.2	1.2	-1.0

4. Have you achieved this objective? Yes X_____ No____ If not, why not?

There is always much more work to be done, but institutional preparedness to address student equity has been significantly increased over the last three years.