

**Educational Planning Committee**  
**December 5, 2022**  
**2:00-4:00 p.m.**  
**AC 229 and Via Zoom**

**Present:** Holley Shafer, Lilyana Barajas, Emily Fox, Mary Kesler, Alison Brier Welch, Sara Malmquist-West, Alina Varona, Irina Roderick, Logan Wood, Julian Solis, Cara Kreit, Eresa Puch

**Guest presenters:** Jonathan Eldridge, Nekoda Harris, David Wain Coon

**Agenda:** Approved

**Minutes 11/21/22:** Approved

**Study Session**

Facilitator leads review of EQ Goal 1, EQ Goal 2 and EQ Goal 3

**Champion Presentation by: Jonathan Eldridge**

**See Champion Report\_EQ1 in Additional Materials with the 12/05/22 Agenda.**

**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.

**Objective 1.2**

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

**Discussion:**

**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.

**Discussion:**

Suggestion regarding having the GRIT Program Review focus more on learning outcomes versus data. Jonathan agrees there is an opportunity to make the program review template more clearly focused on the learning outcomes. Dean and chairs should be working together to look at the review process. Program Review is an on-going process.

Question regarding clarifying how Program Review and allocation requests with PRAC are connected.

Jonathan gave a PRAC Program Review process presentation.

- During Program Review, the department is asked: based on review of student outcome data disaggregated by race, are discussions leading to concrete goals and changes and for any area not up to date on the program review work, what steps have been identified to get on track?
- How does it tie to the strategic plan and the educational master plan?
- Then Resource requests are tied to these program discussions and review and whether they align with strategic plan and the PRAC guiding principles.
- if you haven't been doing this work to chronicle what you're doing to identify themes out of those discussions, then we're not going to probably prioritize whatever it is you're asking for, because it doesn't align with the process.
- There is always more need than there are resources to provide.

Reminder PRIE has Data-coaching every Monday and Wednesday during COMMunity Hour. Deans and Dept. Chairs can contact PRIE to get help using data. PRIE wants to make sure that people have the data they need and know how to use it when they go to PRAC.

**Champion Presentation by: Nekoda Harris**

**EQ2: Hire, support, and retain equity-minded employees reflective of the diversity of the student body and expect all College employees to approach their work with equity-mindedness.**

**Objective 2.1**

All aspects of hiring processes prioritize the hiring of equity-minded employees who understand and take ownership of racial equity gaps at the College.

**Objective 2.2**

All new employee services and programs utilize an equity-minded approach to employee support and retention.

**See Champion Report\_EQ2 in Additional Materials with the 12/05/22 Agenda.**

**Discussion:**

Regarding 2.1 task #1: The Chancellor's Office is coming out with new Title 5 Regulations. Implementing EEO practices may change and will depend on the new regulations that are coming.

Regarding drawing more diverse applicants – (2.1 task #2): Biggest challenge is the Issue around funding for these programs and waiting for the new Title 5 regulations to come in.

There is a shortage of workers in the workplace (Great resignation). Workers are specifically looking for incentives: benefits, bonuses, flexible work arrangements, location. Looking at what incentives COM can offer that will meet employee expectations but also comply with what we're doing here.

Will tech company layoffs affect an opportunity for our hiring ability? Probably not, most tech workers are looking for remote work, extra benefits and higher pay which we don't offer. But COM is looking at offerings.

Anything EPC can do? Helpful to tie up the EEO plan and send it to the Chancellor's Office for approval.

**Champion Presentation by: Dr. David Wain Coon**

**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.

**See Champion Report\_EQ3 in Additional Materials with the 12/05/22 Agenda.**

**Discussion:**

**CER5:** Will seat a Centennial committee to plan for the 2026 celebration. COM received a \$1,000,000 donation. He plans on recommending that a portion of those funds be used for Centennial celebration.

Dr. Coon gave positive feedback on the new format of the Champion reporting form.

**EPC discussion and debrief**

**EQ1:**

Question regarding looking at ProLearning to assess the Equity mindset—will faculty ProLearning activities be evaluated according to their student outcomes? Looking overall into faculty and staff engagement with Equity-minded professional learning and if it's related to student outcomes. Any research will be aggregated, not looking at people's individual activities. As a college, what are the equity-minded professional development activities are we offering and attending and do they have an impact on student outcomes? Must have some way of measuring this. Looking into assessing Equity-mindset rubric.

Suggestion to collect self-reported data from workshops attended by faculty. What did they learned and how would they implement it? Possible update of evaluation items in ProLearning to assess. Also looking at other Colleges and see how they track this.

Case study approach suggested: Talking to people on campus (Ie: English Dept.) who are implementing these practices. Finding out which professional learning fed into what they're doing. Determine which PL was meaningful for this work. Suggestion to add this question into the Program Review template.

**EQ2:**

Much of this is on hold pending meeting Title 5 regulations that are coming.

Discussion regarding using Equity-mindedness questions on employee evaluations.

EQ3:

Comments that task force did a much better job of being specific with these goals. Discussion about Police Services model.

### **Wrap Up**

Brier is the next Study Session facilitator for SAS1, SAS2, SAS5, IVC

Next meeting is February 6, 2023