

Educational Planning Committee
November 20, 2023
2:00-4:00 p.m.
AC 229 and Zoom

Present: Alina Varona, Sara Malmquist-West, Julian Solis, Zachary Rowson, Mary Kesler, Lilyana Huijon, Hector Saez, Holley Shafer

Absent: Emily Fox, Alison Brier Welch, Greg Nelson, Eresa Puch, Tino Vicencio Mares, Irina Roderick

Agenda: Approved

Minutes from last meeting 11/06/23: Approved with two revisions:

Change "Agreement to use Emerging, Developing, Established as progress indicators" to "Discussion regarding the use of Emerging, Developing, Established as progress descriptions"

Change "visible COM event advertisement space" to "shared calendar"

Study Session:

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

Champion Presentation by: David Wain Coon

See EQ3_ChampionReport_20231120 in Additional Materials with the 11/20/23 Agenda

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.

Discussion:

Summer Bridge just completed their 10th year.

Discussion about Public Safety Advisory Council

- Students are on the committee as well.
- Statewide task force recommended that this advisory council report to the Board of Trustees
- 14 recommendations came out of the COM task force, and reporting to the Board was one of those goals.
- Goal was to have extreme perspectives and good community representation and wide variety of community members on this advisory council.
- Working on having police representative, but having a difficult time finding someone with police background

Discussion about Dual enrollment efforts:

- Question—does this contribute to use of IVC campus? The CNA program, the ELL pathways and the Summer Career Academies all are held at IVC Campus, and it is the intention to centralize that activity there.
- Teacher of Color pipeline classes are currently all being held at Kentfield. There hasn't been discussion of location for that specific effort.
- Guaranteed admission to Sonoma State is being offered to all students, not just education students. If students complete their requirements at COM, they are guaranteed admission to Sonoma State if they meet certain requirements, including grade point average.

Champion Presentation by: Nikki Harris

See EQ2_ChampionReport_20231120 in Additional Materials with the 11/20/23 Agenda

EQ 2: 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.

Discussion:

Discussion of Cluster Hiring:

- Cluster hire process will be piloted in the spring 2024 semester.
- Focuses on faculty diversity.
- Increases the diversity pool of applicants by using one recruitment for hiring 3 or 4 positions at a time. Forwarding more applicants from a larger pool.

Title 5 Regulations focus on Pre-Hiring, Hiring, Post-Hiring

- Continuing with the same goals as the previous EEO plan.
- Every hiring activity is tied to a Title 5 Regulation.

Blank sections in the Champion Report will be implemented in Year 3.

Discussion and agreement of using new progress indicator labels for next year's Champion Report form: new labels Emerging, Developing, Established

Champion Presentation by: Jonathan Eldridge

See EQ1_ChampionReport_20231120 in Additional Materials with the 11/20/23 Agenda

EQ 1: 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.

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:

Discussion about GRIT feedback process:

- PRIE has been providing program-level data disaggregation as part of program review.
- It may be helpful to get GRIT feedback sooner so that it can be incorporated into the program review process.
- Discussion of the equity scorecard, which metrics should be incorporated and tracked
- PRAC is finalizing the template for Program Review soon and more discussion will follow regarding new processes and if we want to have more feedback from GRIT earlier in the process.

Discussion about what do programs do with GRIT feedback.

- Are they required to make changes based on the GRIT recommendations?
- If GRIT feedback is helpful, changes should be incorporated.

EPC Discussion and debrief:

- More discussion is needed about the program review, feedback, and regular engagement and expectation of GRIT's feedback.
- Some feedback could have been given earlier and perhaps more training to help with setting department goals.

Study sessions for next time: CER 3 and CER 4 – Lily

Wrap Up: Next meeting is Monday, December 4 (AC 229 and Zoom)