

SAS5: Ensure that all students reach milestones and complete educational goals in a timely manner.

Objective 5.1 Students who are experiencing academic difficulties are provided earlier, effective support.

This question was not displayed to the respondent.

SAS5-5.2. Objective 5.2 Increase participation in student support and academic services such as learning communities, EOPS, the Library, and tutoring.

This question was not displayed to the respondent.

EQ1-1.1.

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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.

This question was not displayed to the respondent.

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.

This question was not displayed to the respondent.

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.

This question was not displayed to the respondent.

EQ2-2.1.

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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.

	Briefly describe your approach/priorities/plans for Year 2 (2023-24): What has been/will be accomplished in Year 2? What are the challenges and opportunities?	Expected progress at the end of Year 2 (2023-24):		
		Minimal progress/On hold	Substantial progress	Work completed
Implement EEO Committee's recommendations relating to hiring practices (name/list from EEO recs).	As outlined in the EEO plan 2023 – 2024 under priority 4, the District successfully negotiated flexible work arrangements for Flexibility in Hours of Employment and Work Location with the California Services Employee Association (CSEA) as a post-hiring strategy to attract and retain staff. In addition, Human Resources continues to attend the College of Marin Career Internship & Apprenticeship Fair, which occurred on March 15, 2023, and October 25, 2023. The career fair offers students the to learn about employment opportunities at COM and features the College as a premier employer in Marin County. In spring 2023, the EEOAC and Human Resources were approached by the professional learning committee to gather feedback on professional learning topics for classified professionals. One of the many pieces of training offered in Spring and Fall 2023 for the classified professional day included the Career Advancement Preparation Workshop led by Dr. Jonathan Eldridge and Nekoda Harris. The Human Resources department also attended training offered by the California Community College Chancellor's office outlined in the May 25, 2023, Equal Employment Opportunity (EEO) 10-Point Plan for Faculty Diversity Hiring. Cluster hiring or hiring multiple scholars into one or more departments based on shared, interdisciplinary scholarly interests is seen as a way to advance and integrate faculty diversity or other aspects of the college mission, such as teaching or community engagement. The District is exploring cluster hiring as a pilot in 2024/2025.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>

To draw more diverse applicants with advanced degrees, expand relationships with graduate programs and local community partners with the purpose of increasing understanding of the College's diverse student body and commitment to equity.

Implement new Title 5 regulations related to hiring practices.

The Human Resources department implemented the new Title 5 regulations and submitted the 2024 – 2027 Equal Employment Opportunity Plan on October 2, 2023, to align with the requirements under Title 5. In July 2021, the Board of Governors of the California Community Colleges adopted new Equal Employment Opportunity (EEO) regulations to provide the necessary framework for more robust and accountable EEO programs.

EQ2: 2.2. Objective 2.2 All new employee services and programs utilize an equity-minded approach to employee support and retention.

	Briefly describe your approach/priorities/plans for Year 2 (2023-24): What has been/will be accomplished in Year 2? What are the challenges and opportunities?	Expected progress at the end of Year 2 (2023-24):		
		Minimal progress/On hold	Substantial progress	Work completed
Implement a leadership development program for classified employees.	In Spring 2022, the EEOAC supported the approval of EEO funds to hire a classified Professional development coordinator to assist with career development opportunities for classified professionals. The position's anticipated start date is January 2024.	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
Develop an award/recognition to acknowledge employee work to advance the College's equity agenda.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Implement onboarding incentives identified in the EEO Plan.		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

EQ3-3.1.

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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.

This question was not displayed to the respondent.

CER1-1.1.

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CER1: Enhanced partnerships with business/industry to meet student and local workforce needs

Objective 1.1 Improve internal coordination to ensure a mission-aligned approach to expanding business, industry, and community partnerships.

This question was not displayed to the respondent.

CER1-1.2. Objective 1.2 Delivery methods for current and potential educational content meet community, industry, student, and other mission-specific needs.

This question was not displayed to the respondent.

CER2-2.1.

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CER2: Enhance and optimize partnerships between COM and the K-12 educational system, including IVC offerings.

Objective 2.1 Concurrent enrollment offerings provide college access to a greater number of high school students, especially under-represented, and leads to increased college attainment and success.