

**GRIT Program Review Analysis**  
**Department/Office/Program: Film**  
**Date: 9/11/24 and 9/25/24**

- 1. Concerning issues around access, retention, and success of students**
  - A. Latinx students are succeeding less than institutional average for this population.
  - B. Latinx students are enrolling less than the institutional average for this population.
- 2. Concerning issues around equity**
  - A. Majority of students identify as white and male.
  - B. Latinx students are succeeding less than institutional average for this population.
  - C. Latinx students are enrolling less than the institutional average for this population.
- 3. Promising practices that support students that are being implemented**
- 4. Important to note**
  - A. Clarify the statement “time students spend at COM is longer than average meaning there may be an academic year in which they don’t take a FILM class.”
- 5. Recommendations**
  - A. Considering that there is dual enrollment and classes offered in HS, explore ways to increase diversity by gender and race.
  - B. Revise curriculum to meet requirements for ADT.
    1. Meet with Articulation Officer to review and assess the necessity for local degree offerings and develop rationale for keeping them.
  - C. FILM 150 – Provide better understanding of what resources and support are needed.
- 6. Commendation**
  - A. Partnerships with Drama, Outreach and dual enrollment, UEI, Common Read, and support HUM 101 programs.
  - B. 23 declared Film majors.
  - C. 60% are declared for transfer and 25% are basic skills or enrichment.
  - D. 40% of students are under 18 years old.
  - E. Working to build up OER textbooks and communications.
  - F. Updating theoretical approaches and inclusive examples and activities.

**GRIT’s Charge**

The Guidance, Resources, Integration, and Transformation (GRIT) Committee operates in collaboration with PRAC and the Academic Senate to support College of Marin's commitment to providing equitable opportunities and fostering success for all members of our diverse community. GRIT reviews institutional plans, program reviews, and data to ensure that antiracist practices, equity and access are embedded in all plans and programs and that resources and efforts support overall student success.

**Definitions**

The following definitions have been adopted by COM as stated in the Educational Master Plan 2017-2025, p. 18:

**Equity:** Recognizing the historical and systemic disparities in opportunity and outcomes and providing the resources necessary to address those disparities.

**Equity-minded:** The perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American education.