

GRIT Program Review Analysis

Department/Office/Program: Geography

Date: 4/26/23

1. Concerning issues around access, retention, and success of students

- Low enrollment of African American and Black students
- Low success rates of African American and Black students
- Low enrollment of Latinx students in the program compared to the institutional average

2. Concerning issues around equity

- Low enrollment of African American and Black students
- Low success rates of African American and Black students
- Low enrollment of Latinx students in the program compared to the institutional average
- Page 7, under “Reflection & Planning Summary,” question and concern about the following statement,
“Yes, Asian, Hispanic, and White student success rates are all above 70%. This could be due in part to available tutoring, and individualized support from the instructor. If the course success rates for any group of students is below that of the institution (70%), discuss objectives aimed at addressing this”
 - Was tutoring selectively offered to students? Clarification needed here.

3. Promising practices that support students that are being implemented

- Online class offerings allow for more access for students to take classes (enrollment increase went up with DE offerings)
- OER and ZTC implementation
- COM guest lectures in HUM 101 and tabling at Super Saturday
- Participation in URGE – Unlearning Racism in Geoscience

4. Important to note

5. Recommendations

- Embedded Tutoring
- Support of Dept recommendations:
 1. Additional tutoring, perhaps an embedded tutor
 2. Supplemental study and skills companion courses
 3. Equity-focused professional development
- Examine and take action to decolonize curriculum, such as economic geography, environmental justice, geography of populations, and relationships between space and power (ex. UC Berkeley’s Geography program curriculum)

6. Commendation

- OER and ZTC implementation
- COM 101 guest lectures in HUM 101 and tabling at Super Saturday
- Participation in URGE – Unlearning Racism in Geoscience

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.