

GRIT Program Review Analysis

Department/Office/Program: Music

Date Reviewed: October 23, 2024 and November 13, 2024

- **Concerning issues around access, retention, and success of students**
 - Low enrollment of African American/Black and Latinx students
 - African American/Black and Latinx students not succeeding at rates of other groups (White, Asian, Mixed race)
 - High Music Theory attrition rate
 - Inclusivity of curriculum
- **Concerning issues around equity**
 - Low enrollment of African American/Black and Latinx students
 - African American/Black and Latinx students not succeeding at rates of other groups (White, Asian, Mixed race)
 - Inclusivity of curriculum
- **Promising practices that support students that are being implemented**
 - It looks like Music is attempting to diversify student enrollments in the courses and program; desire exists in department, but data does not yet show an improvement
- **Important to note**
 - Department used data from 2019 and submitted program review in 2024; data sets are refreshed each year, so updated data should be used.
- **Recommendations**
 - Use most recent data set when submitting PR
 - Ensure that curriculum is inclusive and multicultural
 - Identify opportunities for focused outreach to African American/Black and Latinx students
 - Provide evening offerings in the arts for high school students
 - GRIT agrees with department to not charge students for instrument rental fees
 - Consider strategies in Music Theory classes to improve student outcomes (address attrition; identify issues as to why); look at current data and develop student support strategies
 - GRIT agrees with department to modernize music offerings to be inclusive of diverse students – start soon to get the curriculum through the process (curriculum committee, Board, articulation, etc.).
 - Participate in professional learning for Music instructors to create more inclusive courses (to reduce attrition and increase success for students of color)
 - Provide disaggregated data on the students who participate in performances and clarify if all students in classes are able to participate
- **Commendation**

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.