

GRIT Program Review Analysis
Department/Office/Program: Philosophy
Date: 2/22/23

- 1. Concerning issues around access, retention, and success of students**
 - A. Enrollment**
 1. Low enrollment of African American/Black and Asian students in Philosophy classes
 - B. Success Rates**
 1. Lower success rate for Latinx students (40% vs. 56% for White). Clarify success rates for Latinx and White students. They did not seem “roughly similar.”
 2. Lower success rate for multiracial students (38% vs. 56% for White)
 3. Lower success rates for African American/Black students (50% to 80%)
- 2. Concerning issues around equity**
 - A. Enrollment**
 1. Low enrollment of African American/Black and Asian students in Philosophy classes
 - B. Success Rates**
 1. Lower success rate for Latinx students (40% vs. 56% for White). Clarify success rates for Latinx and White students. They did not seem “roughly similar.”
 2. Lower success rate for multiracial students (38% vs. 56% for White).
 3. Lower success rates for African American/Black students (50% to 80%)
- 3. Promising practices that support students that are being implemented**
- 4. Important to note**
 - A. The Philosophy Program Review report should be focused on Philosophy instead of referencing the English Dept. PR report.
- 5. Recommendations**
 - A. Enrollment**
 1. Share with students the career options with a Philosophy degree
 2. Collaborate with the Outreach Office to connect with the community and high schools
 3. Collaborate with HUM 101 to include a Philosophy lesson/component
 4. Partner with Transfer Center to connect students with the alumni network
 - B. Success Rates**
 1. Expand on what is being implemented to ensure that logic and critical thinking explicitly combat systemic racism and promote equity
 2. Engage in Community of Practice with Philosophy instructors from other Community Colleges in the area
 3. Engage in Community of Practice with other instructors at COM around equity and inclusiveness
 4. Participate in professional learning on strategies for an inclusive classroom
 5. Use Embedded tutors for Philosophy classes to inspire group learning and provide support
 - C. Program Review Report:** Complete Program Review report without referencing other program review reports

6. 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.