

Equity

Equity Goal 1: Decrease towards elimination of existing racial equity gaps at the College, with the goal of eliminating gaps by the end of EMP in 2025

Equity Goal 1 Performance Indicator 1: Full equity numbers for all disproportionately impacted groups identified in COM’s Student Equity Plan have been realized by 2025.

Objective EQ 1.1	Routine, disaggregated data analysis at both the institutional and program level identifies particular areas of concern and charts progress toward Goal E1 attainment.	
Objective EQ 1.2	Data-informed, equity-minded ongoing professional development expands faculty, staff, and administrator capability to meet EQ Goal 1.	
Objective EQ 1.3	All academic programs identify and carry out data-informed, equity-minded, program specific changes through the program review process toward EQ Goal 1 attainment.	

EPC Notes/Recommendations:

- 1.1: Include student voice in all areas of plan going forward across college. Clarify that PR comes first, and then scorecard, rather than other way around (which is how it reads on paper). EPC recommends that a definition for the equity scorecard and what elements it will include be clarified.
- 1.2: Consider next steps after Program Review for support with implementation (structural follow up) and possibility of discipline/degree review as follow up (gap between E1.2 facilitation and E1.3 implementation).
- 1.3: Ongoing and important to call out this next strategic plan for institutionalization. Pandemic has slowed down progress on all depts having interventions in place. Clarify the process, cycle, resource allocation connection etc. after program review is completed to close the loop.