

Educational Planning Committee Report
Academic Year 2019-2020
Year 1 of the *Strategic Plan 2019-2022*
Year 1 of the *Educational Master Plan 2019-2025*

EMP Focus Area and Goal: Equity Goal 1
Champions: Vice President for Student Learning and Success

[Equity Goal 1 Timeline for Implementation](#)

EMP 6-Year Goal and Strategic Plan 3-Year Objectives:

Equity EMP Goal 1: Decrease toward elimination of existing racial equity gaps at the College, with the goal of eliminating gaps by the conclusion of the Educational Master Plan in 2025.

Equity Goal 1 Performance Indicator: Full equity numbers for all disproportionately impacted student groups identified in COM's 2019 Student Equity plan have been realized by 2025. (Note: Goals set in the 2019-2022 Student Equity Plan are based on "minimum equity" numbers calculated by the Chancellor's Office; this goal reflects the "full equity" numbers).

Strategic Plan Objective E1.1: Routine, disaggregated data analysis at both the institutional and program level identifies particular areas of concern and charts progress toward Goal E1 attainment.

Progress Indicator E1.1: Equity scorecard is in place and being used to inform strategic decisions..

Strategic Plan Objective E1.2: Data-informed, equity-minded, ongoing professional development expands faculty, staff, and administrator capacity and capability to meet Goal E1.

Progress Indicator E1.2: Documented reflection on practice and change of practice in incorporating equity-minded knowledge, skills, and abilities as evidenced in Program Review, SLO assessment documents, or other approved method.

Strategic Plan Objective E1.3: All academic programs identify and carry out data-informed, equity-minded, program-specific changes through the program review process toward Goal E1 attainment.

Progress Indicator E1.3: As documented in Program Review, all academic programs have interventions in place by 2022 to decrease racial equity gaps.

- 1. What actions have been taken toward achieving the objectives above? Please describe (reference action steps when relevant). Attach or add links to relevant documentation for each objective. Note: For attachments, clearly identify which objective the evidence supports. URLs are fine but please attach a screenshot of a webpage if the page will change over time.**

Strategic Plan Objective E1.1: As described in the literature, an Equity Scorecard is as much a process as an entity or an outcome. In other words, an institution needs to engage in deep discussions about equity and equity-minded practices in order to 1) understand which metrics to focus on and 2) what strategies to employ to positively impact the selected metrics. All this to say that there is not yet an institutional Equity Scorecard, but the activities associated with Objectives E1.2 and E1.3 are part of the

process of inquiry referenced above and will result in identified metrics and associated strategies for a scorecard during the life of this strategic plan.


Strategic Plan Objective E1.2: A number of equity-focused conversations have been taking place during this academic year. They are all designed to develop an equity-minded ethos and to help faculty, staff, and administrators look at all institutional issues through an equity lens. These include the reading of Bensimon & Malcom's (2012) "Confronting Equity Issues on Campus" by all deans and student services directors with the intent of relating the theoretical underpinnings to carrying out work across the entire strategic plan, and by nearly two dozen campus community members in the form of an Equity Book Club in the library during fall semester. This activity led to a number of faculty and staff taking the discussion of key concepts back to their colleagues and departments for further discussion. Additionally, Academic Department Chairs & Coordinators have read multiple equity-focused articles as a launching point for conversations about College of Marin and how to tackle the historical and systemic disparities in opportunity and outcome that still exist here and in Marin County. This work, in addition to reflecting on departmental culture, is intended to assist with faculty discussions in the Program Review process (referenced in Objective E1.3). Convocation, Flex Week activities, Classified Professional Development Day activities, and the annual administrator/manager leadership retreat have also had a strong focus on equity. The documented reflection will come in the form of Program Reviews, SLO assessment documents, personnel evaluations and goal setting, and other institutionally established methods, as well as in follow-up surveys for specific events/initiatives.

Strategic Plan Objective E1.3: The current academic year is the first full year of Program Review work by departments. Thus, we will not be able to chronicle, review, and assess progress on this objective until an initial review of Program Review reflections/submissions this summer, and then track progress each year of the six-year cycle for each department. That said, the Academic Senate has appointed two faculty to act as Program Review liaisons, and they will assist departments with equity-minded review, analysis, and planning around the disaggregated data related to disparate outcomes in their area(s).

2. Are you on track to achieve the objectives above? Please answer these questions for EACH of the objectives separately.

a. Please self-rate your progress toward achieving each of the above objectives:

 Red: No progress

 Yellow: Substantial progress

 Green: All action steps implemented, and objective achieved

b. What evidence supports your judgment of progress made toward this objective? Include progress indicator data for each of the progress indicators above.

c. Where are you not on track? What will you do differently for next year / what else needs to happen?

Strategic Plan Objective E1.1:

a. Substantial Progress for Year One

b. Please refer to the narrative above for justification.

c.

Strategic Plan Objective E1.2:

a. Substantial Progress for Year One

b. Please refer to the narrative above for justification.

c.

Strategic Plan Objective E1.3:

a. Substantial Progress for Year One

b. Progress indicator data references 2022 and will be available and analyzed by that time. Please refer to the narrative above for justification.

c.

3. Performance Indicator Data for EMP 6-Year Goals: Please input Year 1 performance indicator data below:

Full equity numbers for all disproportionately impacted student groups identified in COM's 2019 Student Equity plan have been realized by 2025. (Note: Goals set in the 2019-2022 Student Equity Plan are based on "minimum equity" numbers calculated by the Chancellor's Office; this goal reflects the "full equity" numbers).

Source: College of Marin SEA Annual Report, 2018-2019. Baseline and target data only: Year 1 metrics are not yet available.

Disproportionately Impacted (DI) Student Groups

Demographic	Gender	Metric	Baseline	Goal	Equity Change
Disabled	Female	Completed Both Transfer-Level Math and English Within the District in the First Year	0	2	+100% ◀▶
Black or African American	Male	Transferred to a Four-Year Institution	5	6	+20% ◀▶
Hispanic or Latino	Male	Transferred to a Four-Year Institution	39	42	+7.69% ◀▶

Overall Student Groups

Metric	Baseline	Goal	Equity Change
Enrolled in the Same Community College	7377	7446	+0.94%
Retained from Fall to Spring at the Same College	3801	3822	+0.55%

EPC Use Only:

[EPC Meeting Minutes March 2, 2020](#)

EPC supports the “substantial progress” evaluations for all objectives in Equity Goal 1

EPC recommendations:

In Equity Goal 1, for Year 2, EPC recommends that a definition/description be included in the report about the equity scorecard and what elements it will likely include specifically for COM.