

Equity Goal 2: Hire, support, and retain equity-minded employees reflective of the diversity of the student body and expect all College employees to approach their work with equity-mindedness.

Equity Goal 2 Performance Indicator #1: Faculty and staff demographics more closely match demographics of students and/or implementation of EEO practices.

	3-Year Objective	Progress
Objective EQ 2.1	All aspects of hiring processes prioritize the hiring of equity- minded employees who understand and take ownership of racial equity gaps at the College	
Objective EQ 2.2	All new employee services and programs utilize an equity- minded approach to employee support and retention.	
Objective EQ 2.3	<i>Evaluation tools and processes are equity minded.</i>	

EPC Notes/Recommendations:

- Continue 2.1 and 2.2 into next strategic plan -- ongoing. EEO rep assignment process still in progress. Challenge of great resignation creating smaller pool which creates more barriers to this goal. Check in on progress at end of Year 3 for next 3 years. Consider State/COM police task force recommendations/reforms as well here.

Equity Goal 3: Given that Marin County's stark racial inequities are intertwined with the College's ability to achieve its mission, be a leader in promoting equity throughout the county.

Equity Goal 3 Performance Indicator 1: The scope and reach of equity-minded convenings and activities increases. Data will be in narrative form.

	3-Year Objective	Progress
Objective EQ 3.1	Strong, expanded equity-minded partnerships with local governments, nonprofits, and industry. Collaborate with Community Engagement and Responsiveness Goal 5 work teams.	

EPC Notes/Recommendations:

- With the newly formed UMOJA Institute, EPC recommends for next strategic plan that the UMOJA Institute, IDEA Committee, and EEO be part of development of this EMP goal.