

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 2
Champions: Director of Human Resources

[Timeline for Implementation](#)

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

Equity EMP 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.

Equity Goal 2 Performance Indicator #2: Aggregate data from employee evaluations and/or program review indicate improvement in equity-minded practices.

Strategic Plan Objective E2.1: All aspects of hiring processes prioritize the hiring of equity-minded employees who understand and take ownership of racial equity gaps at the College

Progress Indicator E2.1: Closer alignment with Chancellor's Office EEO Multiple Methods Allocation Model.

25% completed. The EEO plan will reflect the alignment of the nine multiple methods allocation model. (see handout)

Strategic Plan Objective E2.2: All new employee services and programs utilize an equity-minded approach to employee support and retention.

Progress Indicator E2.2: At the end of the first year of employment, new employees' rating of their onboarding experience positively reflects the equity-minded approaches implemented.

10% in the discussion and development phase.

Strategic Plan Objective E2.3: Evaluation tools and processes are equity minded.

Progress Indicator E2.3: The tools and process for employee evaluations allow for reflection on equity-minded practices.

40% completed. Subject to negotiations.

- 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 E2.1:

The EEO plan expired in October 2019. The EEO advisory council met in Fall 2019 to review the educational master plan and will be aligning the action steps with the nine multiple methods allocation model.

Strategic Plan Objective E2.2:

EEO Advisory Committee has begun the process of updating the District's EEO plan that outline activities for achieving action step 1.1 through 3.2 of the EMP. See EQ Goal 2 Evidence 1:

Strategic Plan Objective E2.3:

In December 2019, the management, supervisory, and confidential employee group evaluation tools were updated to reflect equity-minded practices.

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 E2.1: Substantial Progress

We are on track to achieving SPC E2.1. The EEO advisory committee plans to align the EEO plan with the EMP for the next three years. The goal of outlining the activities to achieve the action steps will assist in meeting the objective as screening committees have already begun reviewing job postings, screening criteria, and interview questions to ensure the content is equity-minded. For example, several committees have incorporated equity-minded content throughout the hiring process, starting in the fall of 2019. Also, student teaching demonstrations were piloted with full-time faculty recruitments in Spring 2019 and fully implemented as part of the hiring process in fall 2019.

Strategic Plan Objective E2.2: No Progress

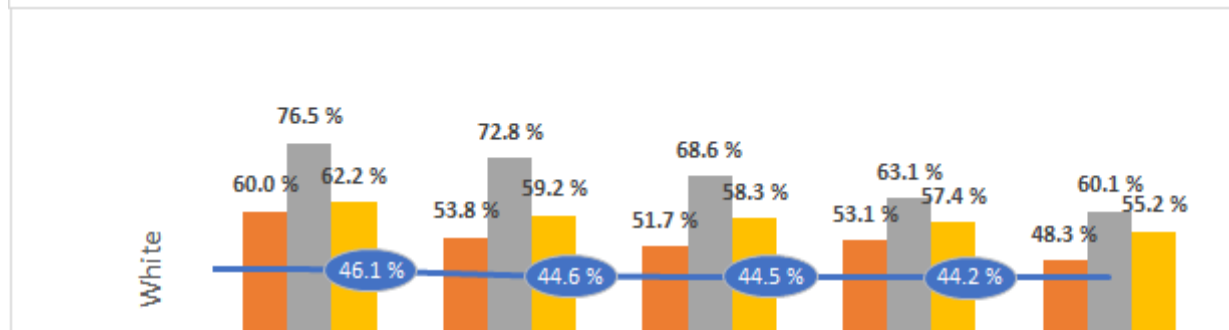
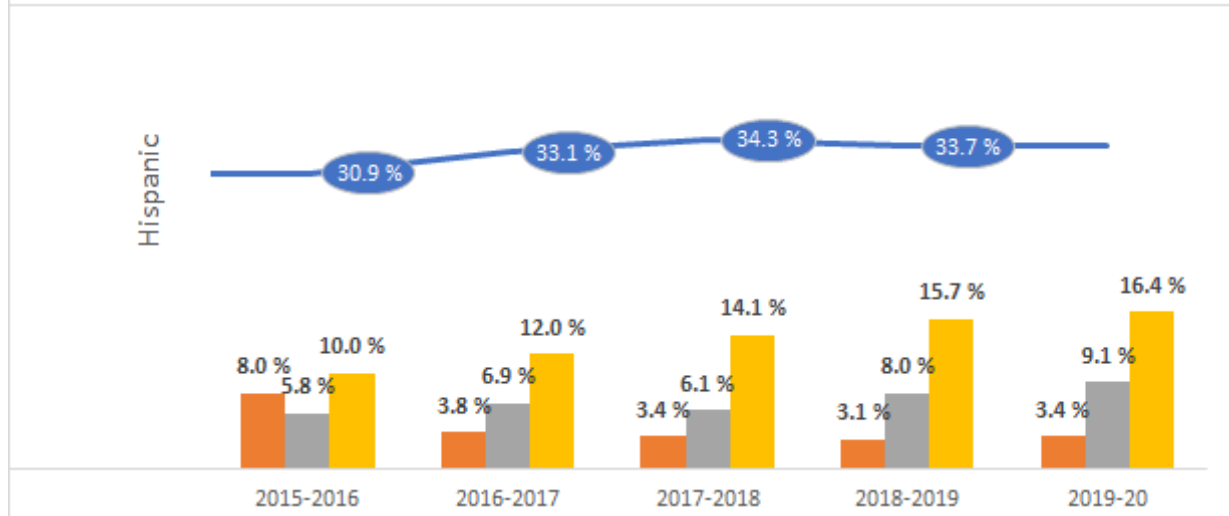
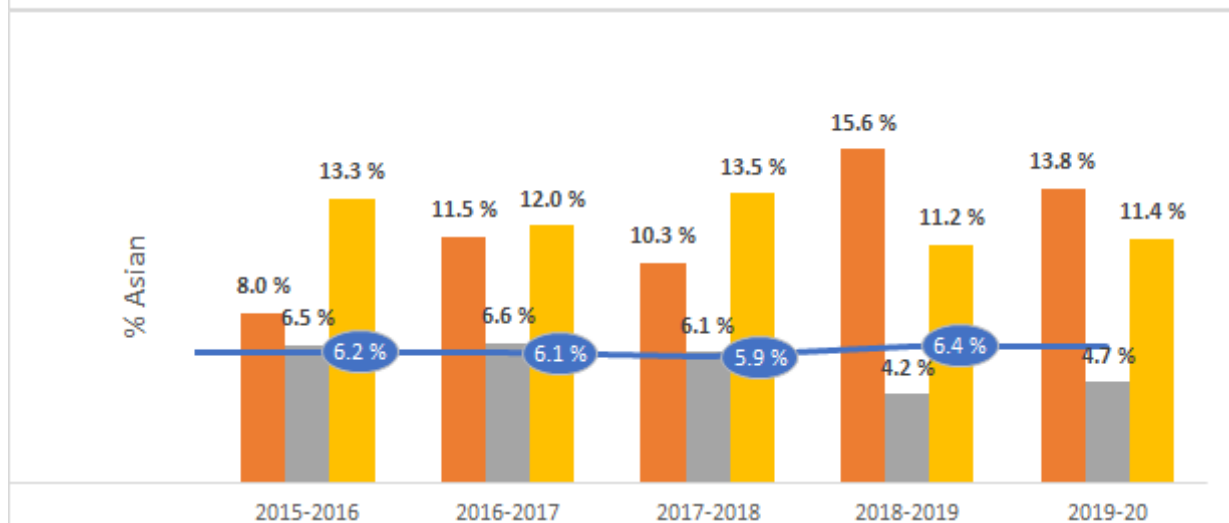
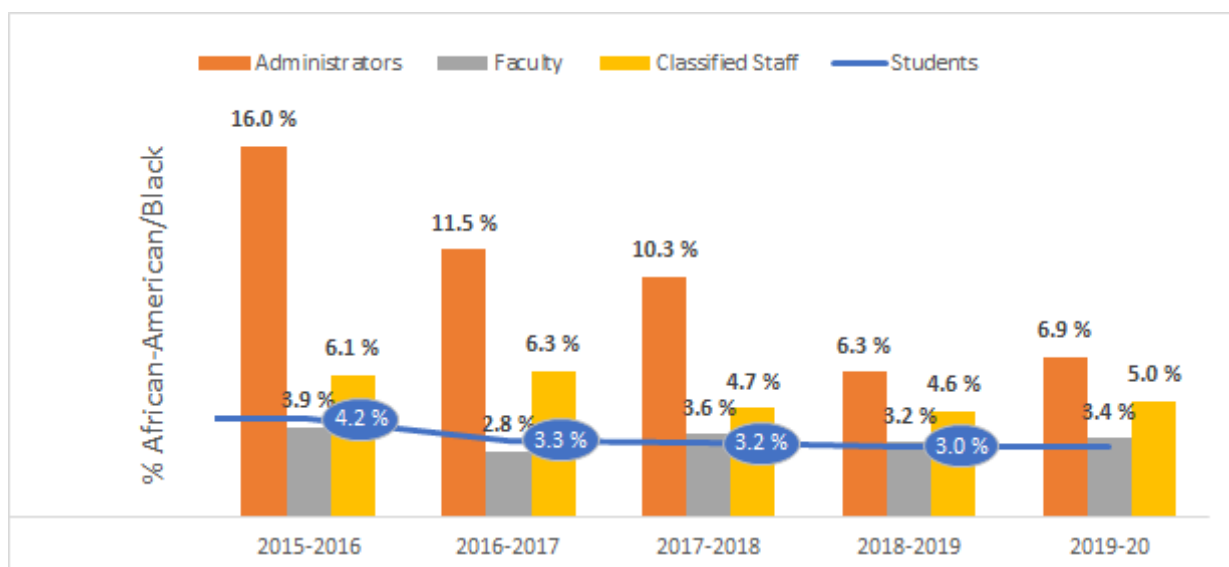
Although there has not been much progress in this area, SPC E2.2 is on track. The EEO Advisory Committee will be meeting in February 2020 to finalize the first draft of proposed activities for achieving Action Step 2.1 and 2.2.

Strategic Plan Objective E2.3: Substantial Progress

Given the employee evaluation tools and processes are subject to negotiations, proposals will be submitted to ensure the content is equity-minded to perspective unions.

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

Percent of COM Students, Administrators, Faculty and Classified Staff by Race/Ethnicity
AY 2015-16 through Fall 2019



Source: California Community Colleges Chancellor's Office Data Mart

Note: Student percentages include both credit and noncredit students. Employee data is from the fall semester each year, and student data includes all students in the academic year.

EPC Use Only:

EPC Meeting Minutes February 3, 2020

EPC supports the self-evaluation of “substantial progress” above for EQ 2.1 and 2.3. EPC supported the self-rating of no-progress for EQ 2.2 because Champions reported so early in the Year 1 cycle; EPC’s overall evaluation is that this objective is on track to be achieved.