

**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 3**  
**Champions: David Wain Coon, President/Superintendent**

[IP Goal 6 Timeline for Implementation](#)

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

***Equity EMP 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.***

***Strategic Plan Objective E3.1: Strong, expanded equity-minded partnerships with local governments, nonprofits, and industry. Collaborate with Community Engagement and Responsiveness Goal 5 work teams. Strong, expanded equity-minded partnerships with local governments, nonprofits, and industry. Collaborate with Community Engagement and Responsiveness Goal 5 work teams.***

***Progress Indicator E3.1: (See Progress Indicator CER5.3) Record of equity-minded convenings and activities which demonstrate leadership in promoting equity in the county.***

- 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 E3.1:***


*COM continues to be involved in the Marin Promise Partnership which is a county wide cradle to career initiative with a focus on closing the equity gaps in Main County. The superintendent/president serves on the founding board of directors for MPP as it seeks 501c3 status. He also continues to serve as co-chair of MPP's leadership council. Other COM staff also serve the various MPP actions teams.*


*COM also joined the Marin Educators for Equity Initiative which is an alliance of Marin educational institutions and their leaders. The goal is to close the achievement gap in Marin by transforming schools into inclusive learning environments where all educators and students thrive. MEEI is developing a county wide teacher of color pipeline, data, and dialogue to support credentialing potential teachers to work in Marin as soon as possible. Prior to the pandemic, COM was scheduled to host several MEEI convenings.*

*Various COM departments and/or programs have hosted equity minded convenings, programs, and activities throughout the academic year. While not intended to reach beyond the College, such events further contribute to COMs equity minded focus and promotes a more inclusive and affirming environment.*

- 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

While progress has been made, due the College's remote operations due to the COVID-19 pandemic, progress hasn't been as substantial as originally planned.

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

COMs participation is reflected in the meeting minutes of both MPP and MEEI.

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

*Strategic Plan Objective E3.1:*

- a. As Marin County and COM begins to re-open in the months ahead, we are hopeful that it will be easier for these and other initiatives to resume more fully.  
b. To create a "reporting" mechanism for tracking participation and attendance at equity minded convenings, programs, and activities.

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

Currently collecting data from COM programs who have hosted equity minded programs and activities throughout the academic year.

**2019 – 2020: N/A**

**EPC Use Only:**

**[EPC Minutes for May 18, 2020](#)**

EPC supported the self-evaluation above: While progress has been made, due the College's remote operations due to the COVID-19 pandemic, progress hasn't been as substantial as originally planned.

Recommendation for Year 2: Capture what individual departments and programs are doing to make COM a leader in equity as well, including the work being done now to navigate the impacts of COVID-19, and connect EQ Goal 3 work w/ EQ Goals 1 and 2.