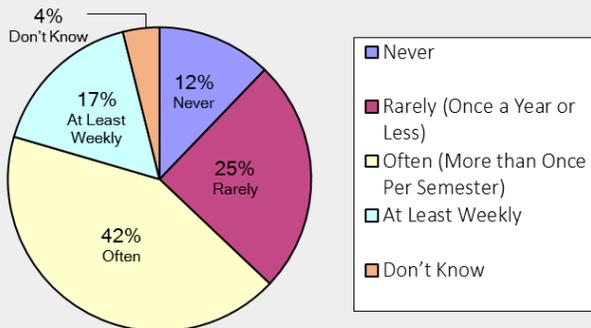


Survey Results

One of [College of Marin’s strategic planning](#) goals is to increase institutional preparedness to address student equity issues. As one means of assessing our current preparation, all employees on the COM All list were surveyed in October to gather input on the questions in this report. Approximately 22% responded (182 out of 823). Based on this feedback, COM will focus on increasing opportunities to learn about different identity groups and employee participation. 13% of respondents said COM "often" and 40% said COM "sometimes" provides opportunities to learn about different identity groups; 29% "often" participate and 21% "rarely" participate. With more opportunities, we expect to see a larger percentage of employees recognizing those opportunities and participating.

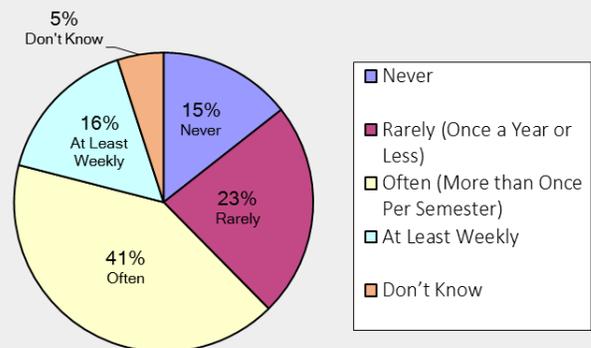
Question 1

In my department/program, we discuss College of Marin policies and practices that influence persistence and success of historically underrepresented/marginalized student populations.



Question 2

In my department, we discuss commonalities and differences of culture and social identities.



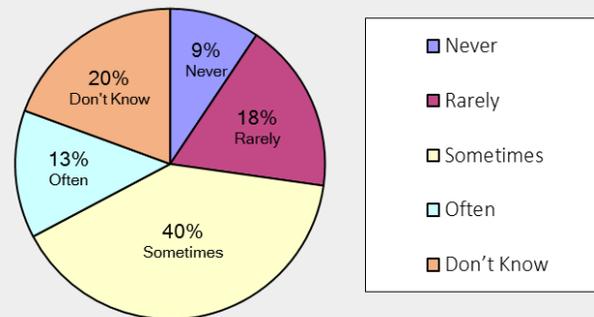
Question 3

I have referred students to the following programs or services (check all that apply):

| | Response Percent | Response Count |
|--------------------------------------|------------------|----------------|
| CalWORKs | 23.5% | 38 |
| EOPS | 55.6% | 90 |
| Puente | 30.9% | 50 |
| Student Accessibility Services (SAS) | 80.2% | 130 |
| Student Financial Aid | 73.5% | 119 |
| Umoja | 13.0% | 21 |
| Veterans | 37.7% | 61 |
| Other | 24.1% | 39 |

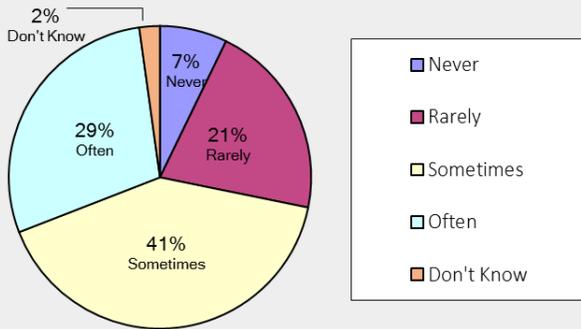
Question 4

COM offers opportunities to gain knowledge about what "I do not know" about different identity groups with whom I am less familiar.



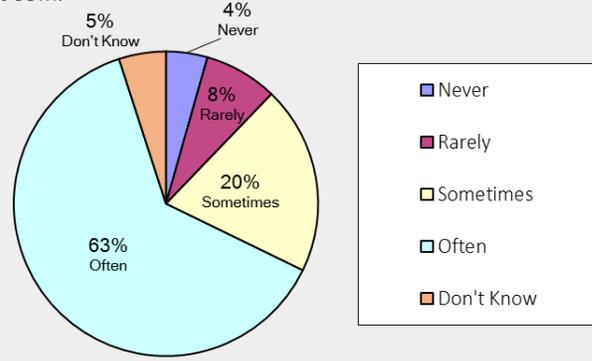
Question 5

To what extent do you participate in COM trainings or other events to ensure your ability to support equity for students at the College?



Question 6

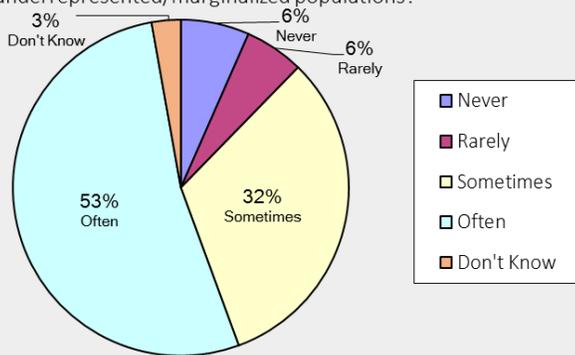
My Department's practices consider the diversity of student needs at COM.



Faculty Only Questions

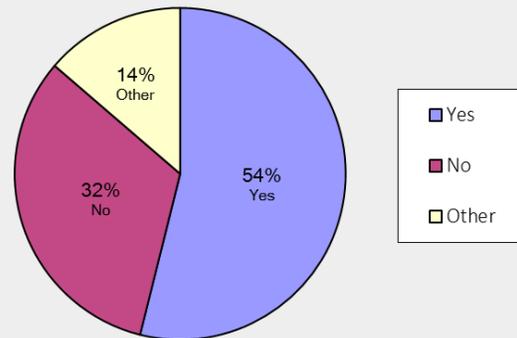
Question 7

(Faculty only question.) How often do you discuss or present materials in class that reflect the experiences of historically underrepresented/marginalized populations?



Question 8

(Faculty only question.) I include an accommodation(s) referral statement in my syllabus for students who may have disabilities.



Question 9

What, if anything, has helped/helps you understand historically underrepresented populations as it relates to your position at COM? What professional development training would be helpful?

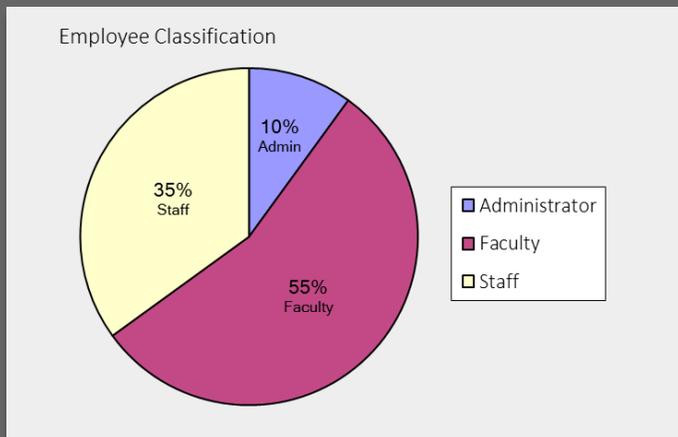
107 people offered information in response to this question, some of which may be useful in developing activities to improve our institutional preparedness to address equity issues. Several people said their knowledge comes from their own experience as a member of a historically underrepresented group or from talking with/working with students from a variety of backgrounds. Others cite travel or living in communities

with considerable diversity. Still others say their formal educational discipline, research and reading have been most helpful. Several cited conferences, workshops and trainings on the job or elsewhere.

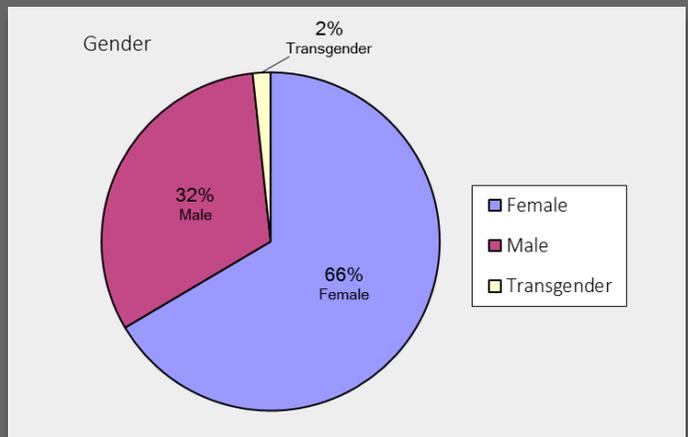
A few specific sources that were cited include: research and findings on stereotypes and identity from the book “Whistling Vivaldi” (Claude M. Steele), Sunday’s New York Times Magazine article of May 2014 “Who Gets to Graduate” (Paul Tough), Research and Planning Group’s Strengthening Student Success Conference, COM’s Human Resources presentation on Title IV and the Civil Rights audit, CCSF FLEX week diversity trainings, COM’s Sense and Sensibility FLEX activities, COM’s LGBTQI FLEX week training, Community of Practice for Multicultural Education at Santa Rosa Junior College, insight provided by COM demographic data, the book “Please Stop Helping Us: How Liberals Make it Harder for Blacks to Succeed,” Dominican University classes called Teaching for Equity, Teaching English Language Learners, and Foundations of Special Education and the wide selection of books listed under Student Equity and Cultural Competence in the [COM Basic Skills Initiative Resource](#) section of the website.

All responses to this question have been shared with the President, Vice President of Student Learning and Student Services, Human Resources, Dean of Student Success, Director of Student Activities and Advocacy and COM’s Professional Development Faculty Facilitator.

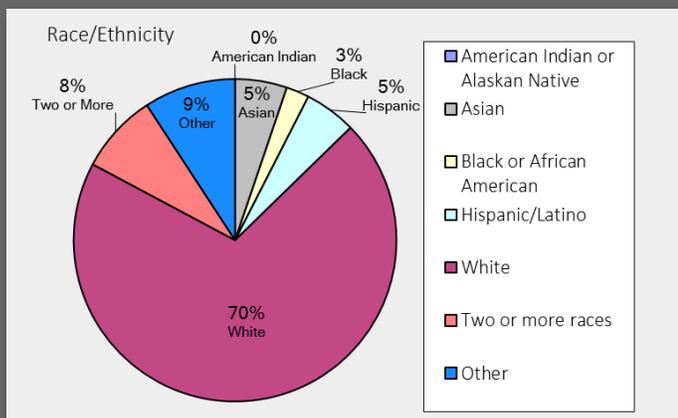
Question 10



Question 11



Question 12



Question 13

