

Strategic Directions – EODAC and Equity & Inclusion

Direction #1 Student Learning				
<i>A commitment to provide a holistic education that develops curiosity, inquiry, and empowered learners.</i>				
	Initiatives	How will you evaluate and document the initiative's success?	What committee or position would be responsible? (The person closing the loop and reporting out)	Scoring
Academic Evaluation				
1	Disaggregate and analyze learning outcomes and achievement for subpopulations of students to identify performance gaps and implement strategies to mitigate those gaps.	Analyze disaggregated data as it relates to learning outcomes to determine effect on gaps. See Scorecard Data Strands.	Equal Opportunity & Diversity Advisory Council (EODAC)	
2	Disaggregate and analyze learning outcomes and achievement for subpopulations of students to identify performance gaps and implement strategies to mitigate those gaps.	Analyze disaggregated data as it relates to learning outcomes to determine effect on gaps. See <i>Scorecard Data Strands</i> .	Equal Opportunity & Diversity Advisory Council (EODAC)	
3	Evaluate equity impact within programs.	Analyze disproportionate impact data. See <i>Scorecard Data Strands</i> .	Equal Opportunity & Diversity Advisory Council (EODAC)	

Direction #2 Student Progression and Completion				
<i>A commitment to eliminate barriers that cause students difficulties in completing their educational goals.</i>				
	Initiatives	How will you evaluate and document the initiative's success?	What committee or position would be responsible? (The person closing the loop and reporting out)	Scoring
Student Completion & Engagement				
1	Develop First Year Experience (FYE) Renegade 101.	Documentation of Renegade 101 curriculum.	Director of Student Equity & Inclusion	

Strategic Directions – EODAC and Equity & Inclusion

2	Develop, implement, review and update comprehensive plans to better coordinate in-reach, outreach, and recruitment activities.	Documentation of comprehensive plans.	Director of Student Equity & Inclusion	
Student Equity				
3	Enhance orientation, placement testing and counseling efforts for impacted groups.	Reports on impacted groups' matriculation completion.	Director of Student Equity & Inclusion	
4	Scale up college and community mentors for mentorship programs.	Documented mentors in programs like African American Success Through Excellence and Persistence (ASTEP), African American Male Mentoring Program (AAMMP), Padrinos and similar programs.	Director of Student Equity & Inclusion	
5	Implement and scale up interventions and other initiatives targeting underserved student populations.	Documentation of the offerings for underserved students: Making it Happen Faculty and Staff Advisor Program (MIHFSA); African American Male Mentoring Program (AAMMP); African American Success Through Excellence and Persistence (ASTEP); and Latino Initiative activities, and similar efforts.	Director of Student Equity & Inclusion	
6	Complete Comprehensive Student Educational Planning through Student Equity initiatives to assist disproportionately impacted students attain higher rates of success.	Reports from ASTEP, AAMMP, Padrinos, and other Latino Initiatives of CSEP completed.	Director of Student Equity & Inclusion	
7	Reach out to younger and underserved student populations to increase educational awareness.	Open house events each semester providing event registration and sign in to track attendance in order to follow up on student enrollment.	Director of Student Equity & Inclusion	

Strategic Directions – EODAC and Equity & Inclusion

Direction #4 Oversight and Accountability				
<i>A commitment to improve oversight, accountability, sustainability, and transparency in all college processes.</i>				
	Initiatives	How will you evaluate and document the initiative's success?	What committee or position would be responsible? (The person closing the loop and reporting out)	Scoring
Accountability				
1	Evaluate the implementation of the Equity Plan.	Evaluation of the Equity Plan.	Director of Student Equity & Inclusion	

Direction #5 Leadership and Engagement				
<i>A commitment to build leadership within the College and active engagement with the community.</i>				
	Initiatives	How will you evaluate and document the initiative's success?	What committee or position would be responsible? (The person closing the loop and reporting out)	Scoring
Community - Internal				
1	Increase support for college and community mentorship programs.	Documented increase in mentors in programs like ASTEP and Padrinos.	Equal Opportunity & Diversity Advisory Council (EODAC), Director of Student Equity & Inclusion	
Community - External				
2	Continue implementation of Equity TV.	Documented Equity TV episodes.	Director of Student Equity & Inclusion	
3	Increase faculty engagement in leadership & Equity Academy, Social Justice Institute.	Review of faculty capstone projects respective of community engagement; publications; conference panels; securing of external grant funds; climate surveys.	Director of Student Equity & Inclusion	