

Spring 2021 Planning Workshop Action Items Summary by Strategic Priority
Derived from the Spring 2021 Planning Workshop Feedback, April 9, 2021
Refined by the Institutional Effectiveness Council

Acceleration

- Continue equity-focused work/projects in English, math, and ESL

Guided Pathways

- Expand early career exploration and planning specifically for disproportionately impacted groups
- Examine guided pathways from the perspective of students of color and first-generation college students
- Create a more inclusive, welcoming campus environment, both inside and outside the classroom
- Create spaces in governance and operational groups for conversations on transfer through a racial equity lens (e.g., SSEC, etc.)

Student Validation and Engagement

- Continue to expand equity-minded professional development opportunities and emphasize respecting and empowering the whole student
- Cultivate a culture of equity-minded professional development, including training on implicit bias, microaggressions
- Expand training opportunities on culturally-relevant instruction and shifting to a capacity mindset, leveraging department chairs as leaders in this work, with a focus on advancing success among students of color
- Expand student-centered classroom experiences by supporting faculty in creating equity-minded class norms and policies
- Foster a culture of compassion, empathy, and care for the whole student
- Hire instructors who are equity-minded and represent the student populations we serve (faculty of color)
- Increase support for programs that specifically serve students of color (e.g., Umoja, Puente, Kumeyaay Studies & Community College, ethnic studies program)
- Create a more inclusive environment for ESL students, which are primarily Latinx and Middle Eastern students, including translations of campus documents and communications into Spanish and Arabic
- Establish a trauma-informed care approach to serving students

Organizational Health

- Create an electronic start-to-finish checklist and develop a student portal
- Streamline locations of documents so that students can easily locate any required forms
- Implement a follow-up system for students to receive correspondence/outreach upon submission of application
- Continue proactive outreach to applicants prior to registration to action items and increase communication to the campus about this service

- Examine/re-assess registration priority through an equity lens
- Increasingly leverage the student voice by gathering student feedback through surveys, focus groups, and through engagement in campus planning activities and decision-making
 - Inquiry on why students are not enrolling, why students may be not re-enrolling (“dropping out”), especially to find out information from our disproportionately impacted students about where the barriers are (are they financial, institutional, etc)
 - Create opportunities for faculty to reflect on and improve the classroom and service experience by learning directly from students
 - Create opportunities for employees to connect with colleagues to discuss student experiences and develop ideas for improvement is important/valuable