

**Diversity In Action Plan: 2009/10 to 2012/13**  
**Diversity In Action Planning Committee**  
**Status Report**  
**November 2013**

**Goal #1:** Provide an evidence-based calendar of culturally diverse educational events for students, faculty, staff, and administrators

**Objective #1:** Measure satisfaction ratings of educational events to use for subsequent year's events planning

<b>Action Steps</b>	Proposed Timeline	Actual Timeline	Completed	In Progress	Suspended	No Action	Comments
1.1 PRIE assigned to develop event satisfaction surveys	Dec 2009	Dec 2009	x				PRIE assisted with the development of the original survey. The survey has been modified to capture status of survey respondent, e.g., student, faculty, staff or administrator.
1.2 PRIE approves and coordinates with DIAG to administer satisfaction survey online to faculty, staff, and administrators	Spring 2010	Spring 2010			x		This action step was suspended. Alternatively, the event coordinator is expected to distribute a satisfaction survey at the conclusion of the event as this timing captures participants' immediate reaction to the event.
1.2.1 Event coordinator administers satisfaction survey at events for students	Fall 2010	Fall 2010	x				DIAG determined that the coordinator of a DIAG sponsored event should take responsibility for administering the satisfaction survey thus eliminating this task for PRIE staff. Surveys are administered at each DIAG supported event.
1.3 PRIE analyzes and summarizes findings; reports to DIAG	Spring 2010	Fall 2010			x		DIAG determined that the coordinator of a DIAG sponsored event should tabulate, analyze, summarize the findings and submit the results to DIAG.
1.3.1 Event coordinator tabulates, analyzes and summarizes findings of satisfaction survey.	Fall 2010	Fall 2010	X				Event coordinator is expected to tabulate, analyze, summarize the satisfaction survey findings and submit the results to DIAG. A QR code has been added to the survey to allow participants to use smartphones to submit their survey. Surveys submitted using a smartphone are automatically tabulated.

**Goal #2:** Annually assess the academic success rates of students disaggregated by demographics which include ability, gender and ethnicity.

**Objective #1:** Measure academic success factors such as retention rate, persistence rate and successful course completion rate.

Action Steps	Proposed Timeline	Actual Timeline	Completed	In Progress	Suspended	No Action	Comments
1.1 Update pertinent demographic data that relates to student success and retention, all of which is included in existing college data	Fall 2010	Fall 2012	X				DIAG reviewed selected College Index data in summarizing factors that relate to student success and retention. DIAG will continue to review student success data to identify and report on any identified achievement gaps.
1.2 Review, analyze and summarize the findings of the comprehensive listing of indicators and measures related to student success.	Fall 2010	Spring 2013	X				DIAG produced a report titled, "Assessment of the CSM Student Achievement/Equity Gap" in March of 2013. The report includes a review and assessment of student success data across various demographic groups and identified the greatest achievement gaps to be among African American and Pacific Islander students.
1.3 Identify the achievement gaps that exist by demographics that include ability, gender and ethnicity.	Fall 2010	Spring 2013	X				See 1.2 immediately above. As previously noted, African Americans and Pacific Islanders were identified as having the greatest achievement gaps. African Americans, in particular, had the lowest achievement rates in nearly every category that was measured.
1.4 Review data pertaining to course completion and retention rates for basic skills students.	Fall 2010	Fall 2012	X				An analysis of basic skills course completion and retention rates was reviewed with the Dean of Institutional Research in spring 2012. As well, an assessment of basic skills course completion and retention rates was included as part of the comprehensive DIAG report produced in March 2103.
1.5 Meet with the DIAG and BSI Committees to review and discuss the data results.	Fall 2010	Spring 2013	X				See 1.4 immediately above. The DIAG report was shared and discussed with the BSI committee.

<b>Action Steps</b>	Proposed Timeline	Actual Timeline	Completed	In Progress	Suspended	No Action	Comments
1.6 Identify institutional resource gaps that are needed to support and enhance student success.	Fall 2010	Spring 2011	x				DIAG met with BSI and the Enrollment Management Committee to discuss the need of establishing programs that support at-risk students. The outcome was to propose the reestablishment of a Puente Program at CSM. DIAG has supported the development of an Umoja Program that will support African American students. In addition, there is preliminary discussion to establish a program to support Pacific Islander students.
1.7 Assess, inform and recommend support for institutional resources that address inequities and which further student achievement.	Fall 2010	Spring 2011	x				DIAG supported the establishment of the Learning Center. DIAG is further assessing potential programs and staff positions that address inequities and which further support student success.