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

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

Action Steps	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 administers survey online to faculty, staff, and administrators	Oct 2010				X		This action step was suspended as distributing survey at the time of the event allows participants to share their perceptions immediately thus capturing their immediate reaction to the event.
1.2.1 ~~PRIE~~ Event coordinator ~~approves and~~ administers survey at events for students	Spring 2010	Spring 2010 ongoing	X				DIAG decided 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	Fall 2010	Fall 2010 ongoing	X				DIAG decided that the coordinator of a DIAG sponsored event should tabulate, analyze, summarize the findings and submit the results to DIAG.

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 will use selected College Index data in summarizing factors that relate to student success and retention. As PRIE compiles and makes the pertinent data available, DIAG will update the demographic data.
1.2 Review, analyze and summarize the findings of the comprehensive listing of indicators and measures related to student success.	*Fall 2010*			X			DIAG is using as a template the 2005 Student Equity Report which includes a variety of indicators and measures related to student success. A request has been submitted to PRIE to provide the data using Fall 2010 data which is five years following the last Student Equity Report.
1.3 Identify the achievement gaps that exist by demographics that include ability, gender and ethnicity.	*Fall 2010*			X			Response is same as that in 1.2.
1.4 Review data pertaining to course completion and retention rates for basic skills students.	*Fall 2010*	X ongoing		X			Selected data is being reviewed. Specifically, data now exists for the English Connections courses offered in Fall 2010 and Spring 2011. DIAG plans to meet with the English Instructor and Counselor who participated in this BSI funded program.
1.5 Meet with the DIAG and BSI Committees to review and discuss the data results.	*Fall 2010*	ongoing		X			See 1.4 above. Will continue to meet with the BSI Committee as additional basic skills data becomes available.

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Action Steps	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 Ongoing		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.
1.7 *Assess, inform and recommend support for institutional resources that address inequities and which further student achievement.*	*Fall 2010*	Spring 2011 ongoing		X			See Goal #1, Action Step 1.6. DIAG supported the establishment of the Learning Center. DIAG is further assessing potential programs and staff positions that address inequities and which support student success.

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