

EMP Retreat Recap

- Tuesday, January 7th 8:30am – 4:00pm
- About 30 in attendance
- Dr. Al Solano facilitated
- Deliverables: EMP Goal definitions (4), training in strategy development

TEACHING & LEARNING

Enhance teaching and learning excellence by fostering innovation, professional development, and anti-racist pedagogy that responds to students' needs for their success.

ANTIRACISM & EQUITY

Advance and sustain a culture that fosters a sense of belonging, values critical consciousness and the interrogation of systems, and addresses barriers for advancing anti-racism, equity, accessibility and inclusion.

ACCESSIBLE STUDENT- FOCUSED SUPPORT

Provide and communicate holistic and equity-minded support services informed by students for their success.

TRANSFORMATIVE COMMUNITY PARTNERSHIPS

Expand access to and opportunities with our community on and off campus that centers relationships and builds upon shared objectives for student success.

Next Steps

Date	Action
Feb. 5	IPC appoints ad hoc strategy development workgroup
Feb. 6 – Feb. 18	Ad hoc strategy workgroup develops EMP strategies
Feb. 19	Workgroup reports to IPC IPC receives & prioritizes strategies Appoint ad hoc action plan workgroups (4)
Feb. 20 – Apr. 22 (tentative)	Ad hoc workgroups develop action plans
Apr. 23 (tentative)	Workgroups present plans to IPC
May 7 (tentative)	IPC approves action plans
Fall 2025	College implements action plans

Ad Hoc Strategy Development Workgroup

- **Purpose:** Assess, identify, and recommend 5-7 strategies per EMP goal
- **Composition:** At least 3-4 persons, no more than 8 persons
- **Estimated duration:** Feb. 6–Feb. 19, 2-3 meetings, 4-6 hours total
- **Duties:** From among the strategies developed before and at the retreat, identify 5-7 strategies per goal for college implementation
- **Workgroup Lead:** Calendar meetings; meet regularly with advisory team
- **Deliverables:** Report on and present, per goal, 5-7 recommended strategies with rationales, top 2 identified, and recommended action plan workgroup composition