

Equity Initiative Strategic Priorities

Strategic Priorities Related Activities	Year 1 Milestones	Year 2 Milestones	Year 3 Milestones	Year 4 Milestones	Year 5 Milestones	How will know we have accomplished each milestone?	Lead & Partners
Strategic Priority #1 Related Activities							
Addressing Food and Financial Insecurities		SparkPoint to coordinate with Mid-Peninsula Subsidized Housing sites to deliver financial empowerment workshops for their residents.	In collaboration with CSM Health Services, SparkPoint to offer two CalFresh outreach/community "farmers market" events during the academic year open to CSM students and community members.	SparkPoint to partner with United Way and Wells Fargo Bank to coordinate "Day of Giving" volunteer activities that will engage WFB employees in creating emergency basic needs kits and professional attire "pop-up closet" for CSM students. (SWP)			
Addressing Housing Insecurities			SparkPoint to establish partnerships with Coordinated Entry/Non-profit housing organizations to coordinate emergency housing referrals for CSM students.	With SMCCCD support, explore possible partnerships and funding with local hotels to propose short-term emergency housing options for eligible students.			
AB705	1) Create a more diverse cadre of SI/Embedded tutors with the goal of our peer support reflecting the diversity within our student body. Specifically, increase the number of EOPS SI/Embedded tutors.	Re-tool MathJam to fill the needs post AB-705. How can the Jams work closer with EOPS, MCCDC, and LC students? Use Word Jam as a method of accelerated placement. (Math Lead, English Lead, ESL Lead ,HSI Grant)	1) Align Adult school math curriculum with CSM's math curriculum. Is there a way to connect LC with Math track? (Math Lead and Mike H.)	Assess the impact of AB 705 on the local AA. Assess the impact on DI students (both individually and programatically, like with EOPS, MCCDC, and LC.	Assess the ripple effect of AB 705 on other courses? Create a plan to address the ripple effects.	AB 705 Assessment, program review, progress towards milestones	Math Department (Chris) and Learning Center and HSI grant for SI/embedded tutors
		2) Welcome Center encourages students to use the Aleks tool to become familiar with math before course begins. (Counseling)	2) Begin to scale counselling supported co-requisite math courses.				
Cultural Validation		Form student council in the Village so that all LCs have representation so that students are heard and programming is student driven	Create guidelines that define Culturally Sustaining Pedagogy (CSP) for the campus so that there is a common understanding of this term. Desire to be able to use this as a resource for peer review process and creation of course outlines.	Course Outlines that reflect our values: Create more detailed course outlines that define effective contact and pedagogy. For example, culturally sustaining practices. (GP and CTL)			Teresa Morris for Curriculum for year 3.
Access		Pilot Financial aid program for funds to go to bookstore for early textbook use	Continue to ensure our most marginalized students are gaining access to the courses they need by providing cohort ed courses for EOPS students.	Push to ensure that CCC Apply reflects SB 554 (Adult Ed. Special admin). Bill allows HS equiv. to participate in concurrent enrollment and move toward AB 540 status. CCC apply does not currently allow students to choose HSE/HSD	Re-center outreach to include students' communities. Expand outreach and partnerships to include MLK center, churches, and non-profits (EOPS/PEP)		

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Technological Access and Training		TAC will conduct a faculty survey to understand faculty technology needs. TAC will conduct a student survey to understand student technology needs. Provide online faculty with up-to-date training. Ensure 50% of all faculty that teach on-line are trained by Fall 2020, and the additional 50% by Spring 2021.	Develop and Implement regular online-training series for faculty interested in teaching online. Increase by 10% the amount of courses with Canvas shells. Ensure regular Zoom training during Flex days. Research a student services Canvas page.	Increase by 10% the number of courses with Canvas shells. Pilot and student services Canvas page.			TAC
Dual-Enrollment Expand CSM bound pathways to support historically under-represented hs students in pursuing post-secondary education.		Get Focused stay focused course approval- 3 unit college and career readiness Partner with hs to identify historically undeserved students and student who would not have in efforts to close equity gaps	Collaborate with HS partners to backwards map college pathways	(3) hs/ college faculty collaborative meetings to discuss best practices	(4) align CTE pathways at HS with community college classes and pathways. offering intro to careers through intro business, actg etc		Change to Dual Enrollment Director
Promise Program: Individualized experiences for students and their ability to empower pursue academically		Cohorted classes: English, Comm, Math, Year One Course- add one course each year based on enrollment for promise student for fall	One to one meetings with students, promise counseling faculty, staff and instructional to promote self advocacy				
Strategic Priority #2 Related Activities							
Culturally Engaging Campus: Equity Evaluation	Ensure we regularly send teams to all Equity Institute Training	Send a team to review approaches to peer review for equity	Develop a peer review process for equitable practices	Incorporate peer review/feedback into professional development activities	Create equity as part of all staff/faculty peer evaluation processes. This would be a similar to the peer-review process currently in place for faculty evaluation. (professional feedback)		
Culturally engaging Campus: Equity-Minded Hiring Processes	Redo job listings in conjunction with EEO in order to attract a workforce that is equity-minded	Create rubric for diversity statement for hiring committee to use Update Equity Page with faculty demographics		In conjunction with Academic Senate, create all faculty hiring committees to include a cross-departmental team.			
Promise Program (2)		Hire counseling faculty to maintain 150:1 student to counselor ratio	Empower year 3 promise students to lead workshops for first-year students with focus on uplifting student knowledge.	Expand number of students we are able to support			
Strategic Priority #3 Related Activities							
Promise Program (3)		Send counseling and instructional faculty to CUNY PD	College 1 course continuing to expand the course beyond promise to make a year-one course college wide		Progress towards each milestone		

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Enacting Educational Equity (E3)		Develop curriculum to be practical with emphasis on designing syllabus, incorporating culturally sustaining pedagogy, and redesigning lesson plans with equity-mindedness	Create process where faculty can receive release time to apply processes learned in E3 to redesign a course to make it equity-minded. This process involve curriculum teams that are cross divisional and include classified staff. (GP)				
Peralta Equity Rubric		Curriculum Committee begin to review and discuss Peralta rubric. How to incorporate it into curricular discussions and review? Also...Incorporate aspects of Peralta Equity rubric into CSM: Quality Online Teaching and Learning. Criteria E3, E4, E7, E8.	Review, discuss, and adopt Peralta equity rubric at Academic Senate.				
Adjunct Equity		Year 2: Advocate for adjunct pay for all Flex day events					
Strategic Priority #4 Related Activities		Financial Aid to partner with HS district to bring awareness to FAFSA/DA and scholarships Partner with local adult schools to expose students to college courses through Word Jam	SparkPoint in collaboration with VITA at CSM to perform outreach and provide free tax preparation services for CSM students and San Mateo community members	Equity Director to explore best practices for recruitment with goal of increasing access for DI populations		Progress towards milestones	
Strategic Priority #5 Related Activities		Equity Director to partner with Marketing to ensure all materials are being produced through an equity-lens	Equity Director to partner with marketing to inventory equity-minded programs happening on campus	Equity Director to explore feasibility of recruitment practices identified previous year	Equity Director to identify top three recruitment practices for DI populations	Progress towards milestones	