Looking Forward: 13-55 in AY 23-24

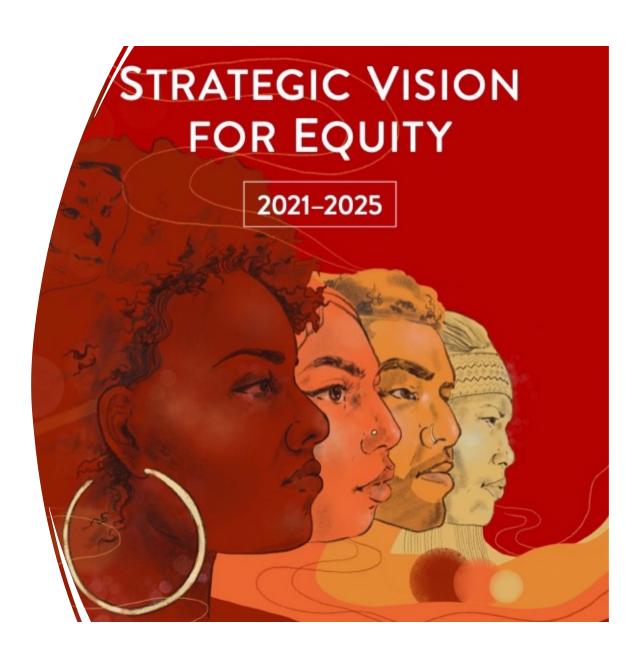
Office of Equity & Inclusion

June 2, 2023

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MIP-C

Seeking your guidance on which Strategic Vision for Equity Issue the college should address during the 2023-2024 academic year.

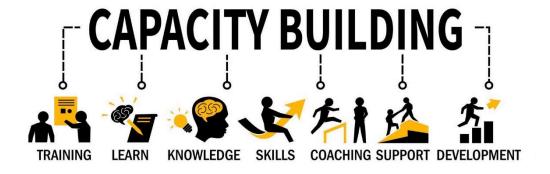


2022-2023 Strategic Approach "Choose your own connection"

Goal 1

Literal college-wide action on 13 Issues and 55 Goals

Build capacity for "Logic Modeling" to develop action plans that are specific, measurable, actionable, realistic, timely, and equity-minded Goal 2



2022-2023

Wins,
Observations and
Lessons Learned

Everyone was in the room!

Multiple Issues/Goals addressed!

Built capacity to localize issues, surface assumptions, talk about equity

Built capacity with action planning and execution

Began to normalize imperfection and refinement

Stretched Office of Equity's capacity – this is new ground

Challenging to sufficiently support all iTeams

Diversity in issues and goals perhaps lessened collective action planning capacity



2023-2024 Strategic Approach "Meet-Up"

- The whole college is called upon to address a single SVE Issue.
- Benefits:
 - Collective, coordinated, structured.
 - College-wide undivided attention on one issue.
 - Opportunity to deepen collective understanding of how a single issue can manifest in different ways across the college.
- Anticipated challenges:
 - Only one Issue is addressed out of the 13 named in the Strategic Vision for Equity plan.
 - Decreased feelings of ownership.



Where should we focus our efforts?

- Issue 5: Lack of a sense of belonging, safety, and space allocation for students of color.
- Issue 8: Microaggressions and unconscious bias negatively affect experience and learning for student of color
- Issue 9: Lack of a college-wide retention plan for students of color to progress through their academic career at Foothill

Looking for a response by the end of spring quarter