

# Strategic Vision for Equity to 13-55 Project

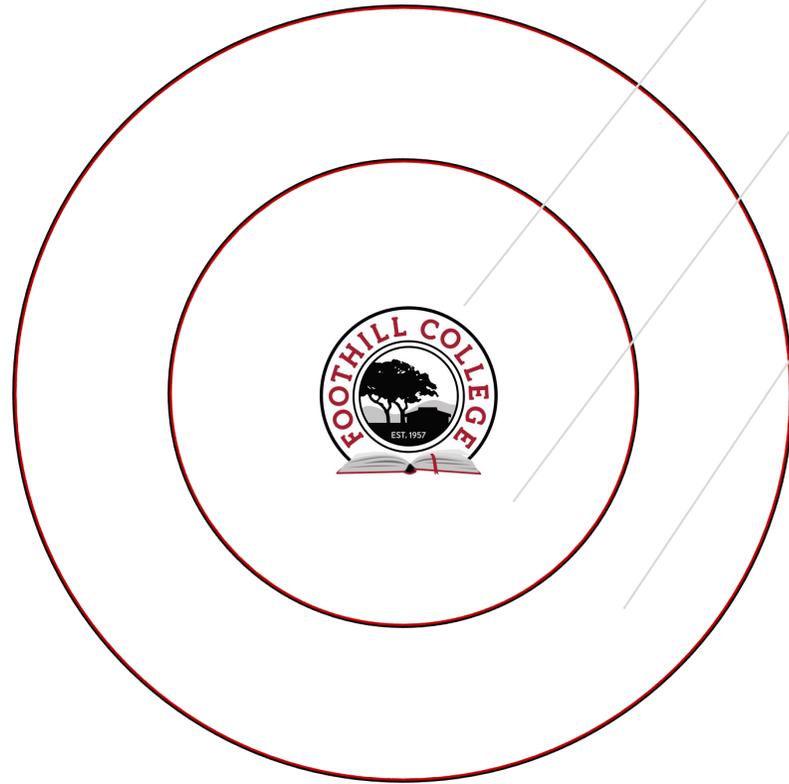
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Office of Institutional Equity

# FOOTHILL COLLEGE GOVERNANCE AND DECISION-MAKING MODEL



**VISION:**

Core values  
Purpose  
Mission

- **Mission (I'm) Possible Council (MIPC)**
- Educational Equity Master Plan (Strategic Vision for Equity)

**STRATEGY:**

Internal and External Assessment  
Strategic Decisions and Objectives

- Pres. Cabinet
- Admn/Deans Councils
- Acad/Classif Senates
- ASFC

**TACTICS:**

Specific Action Steps: who is to do what, by when, and how

- Planning committees
- Task Forces
- Workgroups
- Programs

# 13-55 Project

## Phase I: Research

- Research effective practices
- Identify structure for SVE implementation
- Guideposts: Assessment, Accountability and Sustainability

## Phase II: Design

- Confirm scope and charge of group and develop job descriptions
- Development of Action Template and Assessment Cycle
- Explore opportunity to interweave into Program Review
- Identify ongoing funding to support implementation of 13-55

## Phase III: Implementation

- Summer Onboarding for Group Members (August or September)
- Flex Day Unveiling
- 2022-2023 Meeting calendar

Phase I:  
Research &  
Effective  
Practices

**UC DAVIS HEALTH** | Office for Health Equity, Diversity and Inclusion

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UC Davis Health / Office for Health Equity, Diversity and Inclusion / Advisory Committees / **Inclusion, Diversity, Anti-Racism, and Equity (IDARE)**

### Inclusion, Diversity, Anti-Racism, and Equity (IDARE) Taskforces Initiative

The Inclusion, Diversity, Anti-Racism, and Equity (IDARE) initiative established in 2020 catalyzes a health system wide effort to advance the following goals outlined in the [UC Davis Diversity, Equity and Inclusion Strategic Vision](#).

Diversity, Equity and Inclusion (DEI) committee taskforces achieve these goals by several means. By appointing and empowering taskforces to assess efforts in critical DEI-impacting processes, such as hiring and promotion, we stimulate more attention, consideration, and accountability to Diversity, Equity and Inclusion in those processes. In other words, these taskforces help leaders, managers, and members of a department stay focused on Diversity, Equity and Inclusion goals.

National Association of Diversity Officers in Higher Education **NADOHE** Leading Higher Education Towards Inclusive Excellence

## A Framework for Advancing **Anti-Racism** Strategy on Campus

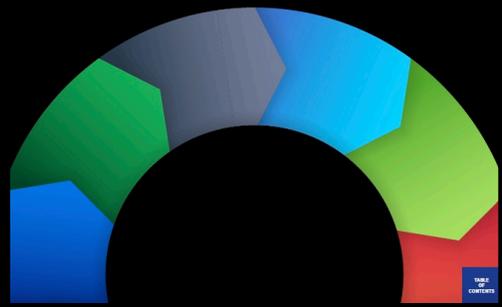
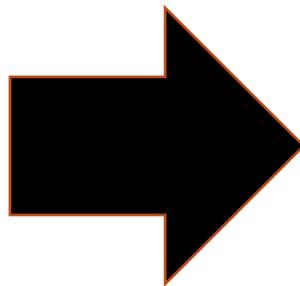


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Stanford **SOCIAL INNOVATION** Review  
*Informing and inspiring leaders of social change*

# Collective Impact Theory

1. A common agenda
  2. Shared measurement
  3. Mutually reinforcing activities
  4. Continuous communication
  5. Backbone support
- Strategic Vision for Equity Plan ✓
  - Action Template
  - 13-55 Implementation Group
  - Monthly Meetings & Feedback Loops
  - Office of Equity



# Phase II: Design

## **13-55 Project Implementation Team**

### **Office, Division and Department Areas**

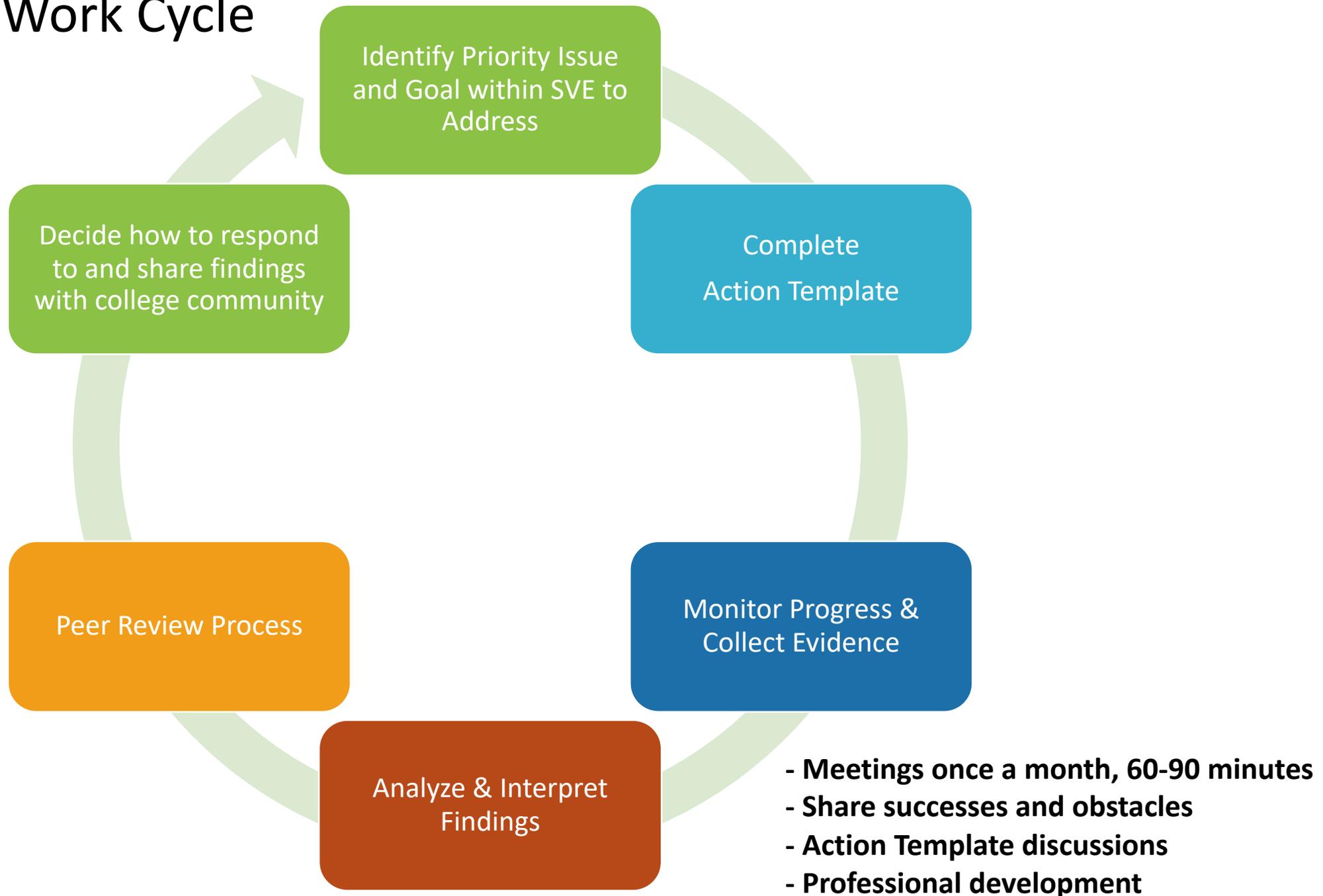
1. Apprenticeship, Workforce
2. Health Sciences Horticulture
3. Business & Social Sciences
4. General Counseling (Testing & Assessment Center, Counseling, Articulation, Transfer Center)
5. Disabled Student Services & Veterans
6. Fine Arts & Communication
7. Kinesiology & Athletics
8. Language Arts
9. Library & Learning Resource Center
10. STEM
11. Administrative Services (Facilities, Scheduling, Finances)
12. Marketing & Outreach
13. Online Learning
14. Student Affairs & Activities (Psychological Services, Health Center, Student Activities, Judicial Affairs, Basic Needs)
15. Enrollment Services (Admissions and Records, Evaluation)
16. Financial Aid Services
17. Office of Equity (FEI, Learning Communities)
18. EOPS

**The 13-55 Group is charged with supporting their areas in the implementation of the Strategic Vision for Equity (SVE), by identifying goals in the plan to address and assessing their progress in completing those goals.**

**Group members will be instrumental in refining this implementation process and ensuring feedback loops are maintained between areas, the 13-55 Group and the Office of Institutional Equity.**

Train the trainer model; Co-Chairs; 1 Admin and 1-2 Faculty or Classified per area

# 13-55 Annual Work Cycle



# Infliction Points

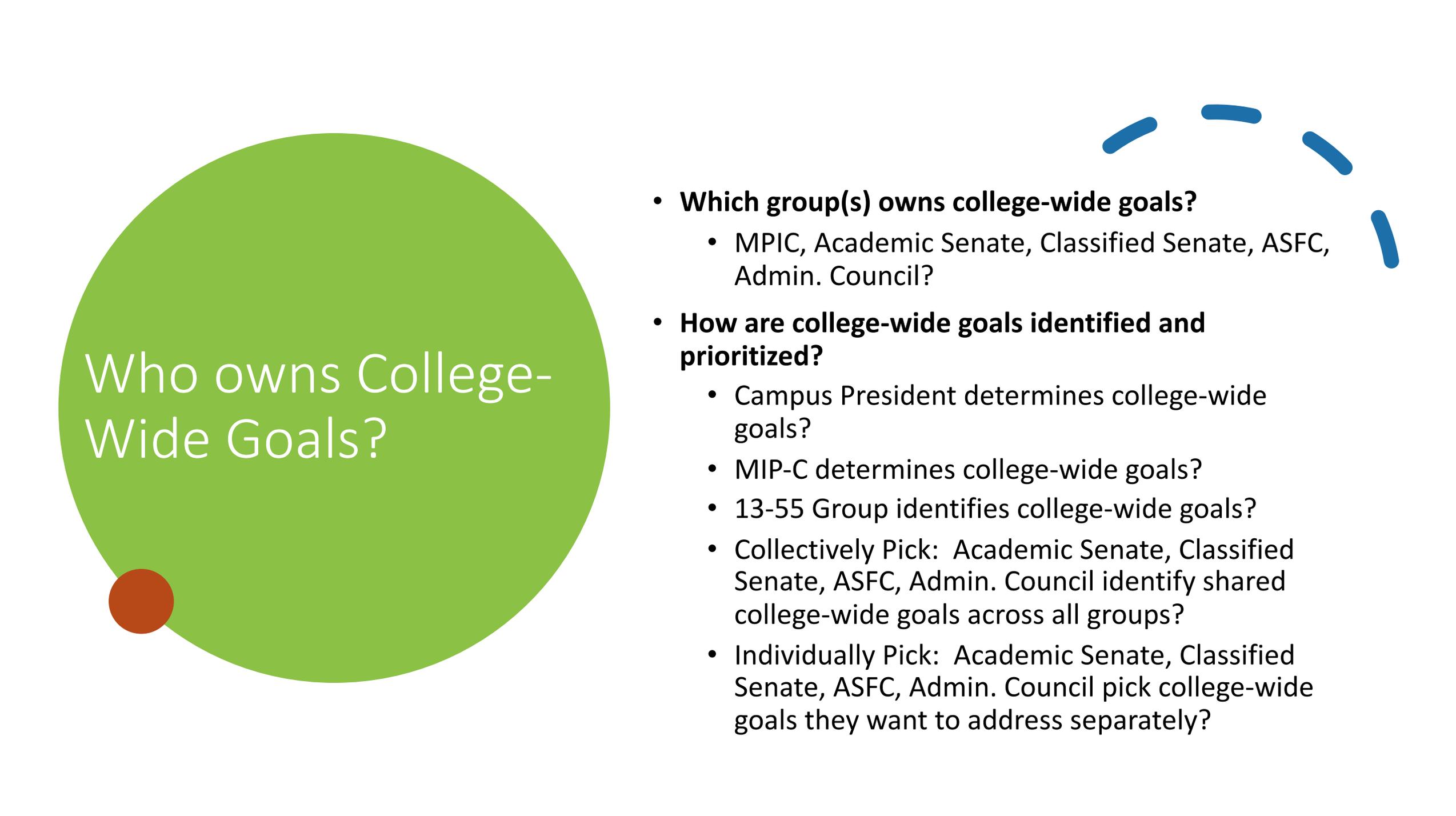
## Identifying College-Wide vs. Local Goals

**Issue #7:** Insufficient culturally responsive, relevant and sustaining pedagogy and other asset-based approaches in teaching and serving our students of color.

**Goal 1:** Foothill College faculty, staff, and administrators are racially diverse.

- **A.** Racially diverse employees are retained
- **B.** Policies or procedures around course assignments do not disproportionately impact faculty of color.

How do we want to define a college-wide goal?



# Who owns College-Wide Goals?

- **Which group(s) owns college-wide goals?**
  - MPIC, Academic Senate, Classified Senate, ASFC, Admin. Council?
- **How are college-wide goals identified and prioritized?**
  - Campus President determines college-wide goals?
  - MIP-C determines college-wide goals?
  - 13-55 Group identifies college-wide goals?
  - Collectively Pick: Academic Senate, Classified Senate, ASFC, Admin. Council identify shared college-wide goals across all groups?
  - Individually Pick: Academic Senate, Classified Senate, ASFC, Admin. Council pick college-wide goals they want to address separately?

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