

# Looking Forward: 13-55 in AY 23-24

Office of Equity & Inclusion

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# MIP-C

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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

Goal  
2

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



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”

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- 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