

Institutional Self-Assessment for Equity

Council				
Student Affairs Council	Blue			

Self-Assessment

Using your personal experience as a focus, please include examples, notes, or evidence for each of the following Equitable practices at Hartnell College. (try to be brief, but descriptive) **Utilize a different color for your committee**

Equitable Practices Described	Notes & Examples & Evidence at Hartnell College
A clear definition of equity is widely shared, implemented, and used consistently at my institution.	-SSEC developed an Equity Statement that was adopted by Faculty Senate.
The institution distinguishes between racial, class, and gender equity.	-Strategic plan mentions equity gaps and metrics -Discussions in committee meetings arise often
Student outcome data is disaggregated (by race/ethnicity, socio-economic status, gender, first generation) to inform institutional policies, practices, teaching, and support.	-The O&A committee in Fall 2020 adopted a new assessment plan for 2020-2023. As part of that plan, learning outcomes will now be broken out by Race/Ethnicity/Socio-Economic Status, Gender and First Generation as well as other demographic information by individual learning outcome. This data will begin to be available in Summer 2021 for all courses assessed in the Spring 2021. -Standard IB6n-nAccreditation Council records our activities in this area. -Starting in 2021-22 data will be provided to faculty in the instructional PPA.

Faculty, staff, and administrators at my institution proportionately reflect the historically marginalized population(s) on campus.

-While there has been an increase in the numbers regarding diverse racial representation in hiring, faculty and administration continues to

<p>their programs in higher education and the likely wages they will earn after completion.</p>	<p>-Service learning/experiential learning course</p> <p>All degrees and certificates have developed program maps that will be made available to all students via a web Program Mapper that provides user-friendly information about educational and career options, how much education is required for certain careers, and the likely wages they will earn after completion. Starting Fall 2021, this information will be available on the web site and also used when entering students are required to see a counselor and develop an ed plan prior to enrollment.</p>
<p>There is an annual assessment and report of the racial/ethnic participation in various academic programs (e.g., STEM, internships, honor programs, undergraduate research, etc.)</p>	<p>-CCCCO requires annual report of CCAP-dual enrollment participation disaggregated by race & gender</p> <p>Annual reports to ACCJC record achievements, but not disaggregated.</p>

The institution views students as unique and acknowledges they learn differently. Therefore, it has established equitable practices and policies designed to accommodate the differences in the learning.

-Student Success Conference offers professional development for tea forer