

## **Equity and Social Justice**

- Continue to work with Professional Development and lead equity officer to offer a robust professional development program of equity, social justice, anti-racism, and culturally responsive pedagogy.
  - Focus professional development offerings on effective teaching/mentoring/advising practices
  - Work with lead equity officer to identify and host speakers with a track of effective equity work
- Continue to review and provide input on the creation of the Student Equity and Achievement Plan
  - Advocate for the incorporation of **valid** measures of student achievement
  - Request high-quality data on which to base Student Equity and other plans
  - Work with SLO Coordinator to ensure that the assessments measure student learning in a valid and reliable way.
- Examine success rates of F2F, hybrid, and online asynchronous courses with valid and reliable instruments.
- Work with Planning Committee to incorporate report of equity and social justice work in program reviews.
- Equity in hiring
  - As much as possible, appoint faculty with a diversity of backgrounds to hiring committees.
  - Work with Professional Development to revise training for faculty hiring, ensuring a strong component of equity, anti-bias, and transparency.
  - Continue to review ASC office reports about makeup of faculty hiring participation. Request similar reports from DEEOAC.
- Hispanic-Serving Institution
  - Review current College mission and vision statements
  - Recommend that mission, vision, and values statements mention status as HSI and specific policies and practices related to this status

## **Engagement**

- Identify and enact ways to encourage more faculty to volunteer to be on hiring committees.
- Identify alternative ways to provide faculty opportunities to engage with ASC and provide input
- Continue the communication and collaboration between Counseling, Library, and instructional faculty

## **Transparency**

- Request transparency in budget processes and allocation of funds, including Equity and other categorical funding
- Request a Guided Pathways status report from the GP task force

## **Professional development**

- Work with Professional Development Committee to improve quality of professional development offerings
- Examine the feasibility of creating a peer review group for the Pedagogy Conference to strengthen the value of the offerings
- Offer training for department chairs
- Offer training on program review