MSJC Strategic Equity Plan 2021-2024

Chronology – Where we Have Been

Equity Timeline @ MSJC

Spring 2019	Achieve the Dream; Letter of Commitment
Summer 2019	Retreats
Fall 2019	Equity Pledge Drafted; USC Racial Equity Institute
Spring 2020	BOT Approved Equity Pledge; Student Equity Plan Retreats; COVID
Summer 2020	BOT Resolution
Fall 2020	Call to Action; Strategic Equity Plan Draft

High Priority Students @ MSJC

Performance Indicator	Access	Retention	Completion of Transfer Math and English	Earned Credit Certificate / Associate Degree	Transfer
African American		X	X	X	X
Hispanic					X
Native American				X	X
Pacific Islanders	X	X			
Bisexual			X		
DACA/Undocumented	~	~	~	~	~
DSPS					X
Foster Youth				X	X
Homeless	~	~	~	~	~

MSJC Equity Pledge

www.msjc.edu/equitypledge

Equity @ MSJC

We, the Mt. San Jacinto College Faculty, Classified Professionals, and Administrators, acknowledge there are systemic barriers that have historically excluded and prevented equal outcomes for students on the basis of:

• Race/ethnicity • Gender Identity and Expression • Sexuality • National Origin • Socioeconomic status • (Dis)ability • Language • Religion • Age • Physical Appearance • Intersections of these identities.

Therefore, we define equity as an investment and commitment to achieving parity in academic outcomes by removing institutional barriers and creating an inclusive and culturally affirming learning environment. As such, we are dedicated to challenging our perceptions, biases, and blind spots through self-reflection and constant inquiry to identify and eliminate equity gaps and reinvest in our communities. Our purpose is to celebrate diversity, instill hope, and empower our students to transform their lives and those around them.

MSJC Call to Action

2020-2021

www.msjc.edu/calltoaction

DRAFT
Resolution of the Board of Trustees
Mt. San Jacinto Community College District

The Mt. San Jacinto Community College District Board of Trustees stands in support of dismantling systemic racism and ensuring the success of our highest priority students, our Black and African American student body.

Whereas, the Mt. San Jacinto College Board of Trustees, Faculty, Classified Professionals, and Administrators acknowledge that systemic racism reinforces and perpetuates racial group inequity through a system of public policies, institutional practices, cultural representations, and other norms that produces outcomes that chronically privilege one group and place another racial group at a significant disadvantage

Whereas, Mt. San Jacinto College is committed to standing in solidarity with those within our communities regarding the lack of progress against racism and the continued injustice for our African American and Black students, Faculty, Classified Professionals, Administrators, and community members

Whereas, Mt. San Jacinto College, in alignment with Chancellor Eloy Ortiz Oakley's declaration for a system-wide Call to Action against structural and systemic racism; is mobilizing along with the entire California Community College System, to actively strategize and take immediate and swift action to eradicate racism on our campus that impacts students, Faculty, Classified Professionals and Administrators

Whereas, the Chancellor Office's Vision for Success goals call for the reduction of equity gaps across all performance indicators through faster improvements among traditionally underrepresented students groups with the goal of cutting achievement gaps by 40 percent within 5 years and fully closing ALL achievement gaps within 10 years

Whereas, Mt. San Jacinto College's African American and Black students are the most disproportionately impacted priority group with data indicating that the institution is not responding to the needs of African American and Black students in 4 of the 5 performance indicators outlined in the MSJC Equity Plan

Whereas, through the Mt. San Jacinto College Equity Pledge, we acknowledge barriers that have historically excluded and prevented equal outcomes of our students on the basis of: Race/Ethnicity, Gender Identity and Expression, Sexuality, National Origin, Socioeconomic Status, (Dis)Ability, Language, Religion, Age, Physical Appearance, and Intersections of these identities

Whereas, we collectively define equity as an investment and commitment to achieving parity in academic outcomes by removing institutional barriers and creating an inclusive and culturally affirming learning environment
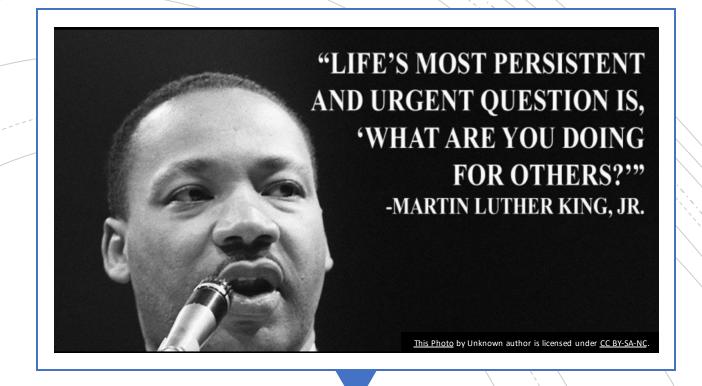
Immediate Equity Actions

- Action: Centering the Voices of our African American and Black Leaders, Professionals and Students

- Action: Reduction of Opportunity Gaps - Finalize Strategic Equity Plan

- Action: Mandatory Professional Development & Learning for Administrators/Classified Professionals and Full-Time Faculty and Creating opportunities for professional development for Associate Faculty

- Action: Faculty/Staff Representation & Diversification

- Action: Equity Guided Pathways focused on African American and Black Students

- Action: Academic Support & Student Support Practices and Services

- Action: Institutional Policy and Administrative Procedure Review and Revision

- Action: Creating Community and Belonging for our African American and Black Students

"LIFE'S MOST PERSISTENT AND URGENT QUESTION IS, 'WHAT ARE YOU DOING FOR OTHERS?'"
-MARTIN LUTHER KING, JR.

Our Vision for the Future

A Reimagined Strategic Plan

Strategic Equity Plan Integration

STUDENT CENTERED FUNDING FORMULA

VISION FOR SUCCESS GOALS

CHANCELLOR'S OFFICE CALL TO ACTION

GUIDED PATHWAYS

MSJC EQUITY PLEDGE

MSJC CALL TO ACTION

Strategic Equity Plan Table of Contents

Institutional Equity Priorities

- Disrupt and dismantle racist systems and mindsets that permeate our institution and communities as we work to progress as an equity and justice-oriented organization

- Support and prioritize the creation of anti-racist policies and procedures to eradicate barriers associated with access, enrollment, completion, transfer, and retention for our highest priority students, our African American and Black student body

- Dismantle racial inequities in institutional policies, procedures, and practices that are impacting the (1) success and achievement of our highest priority students, (2) hiring, retention and promotion of professionals of color, (3) alignment of the institution with its mission, vision, and values

Goals and Objectives

Goal 1
Promote, encourage, and create a culture of racial equity, diversity, and inclusion to address and eliminate systemic racism, academic barriers, and educational injustice through implementation of culturally responsive and affirming practices

Objectives

- Create opportunities for meaningful and critical dialog centering the voices of professionals and students of color to explore topics surrounding diversity, racial equity and inclusion as well as current events and issues affecting our national, global and local communities

- Engage in continual professional development and learning that emphasizes inquiry about race (including racism and anti-blackness), anti-racism, anti-sexism, intersectionality, social, racial and educational justice for the purpose of addressing the needs of our highest priority students

- Dismantle racial inequities in policies and procedures that are creating barriers in recruitment, hiring, retention, and promotion of professionals of color

- Reduce barriers to entry and improve institutional procedures, practices, and processes for onboarding students, particularly those from traditionally underrepresented and underserved populations

- Engage in outreach to build positive relationships with our diverse communities, promote feelings of inclusion, enhance intercultural sensitivity, and foster mutual respect

Goal 2
Create Structured Educational Experiences that Support Students from Point of Entry to timely and efficient Attainment of Educational Goal in both on campus and distance education environments

Objectives

- Establish structured educational experiences and student support services that focus on the success and completion of our highest priority students

- Reduce achievement/opportunity gaps in both on campus and distance education environments

- Implement research-based high impact instructional and student support practices to decrease excessive unit accumulation

- **Decrease the average number of units accumulated by Mt. San Jacinto Community College students earning associate degrees.**

- **Increase the percent of exiting CTE students who report being employed in their field of study.**

- Explore and implement interventions that benefits all students, with particular emphasis on students with high potential and limited resources

- Lead and strengthen work with K-12 school districts and four-year colleges and universities to expedite successful articulation, completion, transfer, and entry into the workforce

- Improve collaboration and cross-divisional communication across departments, units, and divisions in order to provide students with a cohesive and integrated learning experience as they progress through their chosen programs of study

- Use student-centered guided pathways design to improve the experiences of our diverse students and to accelerate program completion, improve rates of certificate and degree attainment, and transfer

- Redefine institutional roles and boundaries to break down departmental boundaries that inhibit well-coordinated and nurturing support and focus on students

- Improve student onboarding processes and practices to welcome students to their chosen educational and career pathway and to support their evolving engagement–through the integration/partnership between the First Year Experience Program and the affinity/alliance groups

Goal 3
Implement, strengthen, and transform curriculum, classroom management, and academic and student support services to focus on the success and retention of our highest priority students in both on campus and distance education environments

Objectives

- Identify, implement, and support high-impact practices that embrace the concepts of equity and diversity to encourage the equitable participation of all students

- Expand open educational resources (OER) to ensure equal access to high quality instructional materials for highest priority students to achieve their academic goals

- Increase and assess diversity-rich learning curricular and co-curricular experiences that raise students critical self-awareness and cultural competency, increase understanding of global diversity, and encourage engagement in the greater community

- Build institutional capacity to implement equitable and inclusive teaching practices in all learning modalities through continual professional development

- Develop and integrate community-based, social change oriented curriculum into educational and career pathways

- Create an institutional culture where students feel supported and part of a cohesive and caring learning community through culturally affirming and relevant curricular design, representation in course materials and subject matter

- Expand academic and co-curricular programming to encompass diverse cultures and that prepare students

- Strengthen institutional capacity to improve student preparation, transition, and successful course completion in distance education and online learning

Goal 4
Foster an institutional climate that promotes inclusivity, is welcoming and engaging, and creates community and belonging for students, faculty, and staff

Objectives:

- Provide institutional support in the creation of ongoing affinity and alliance groups to build community, belonging and to celebrate each group's unique history/culture/diversity/identity

- Proactively attract, recruit, support and retain a diverse faculty and staff population who have a voice and agency in helping to shape an institutional culture of inclusive excellence.

- Establish and/or strengthen partnerships with community and professional organizations that provide support, leadership, and mentorship to historically underserved populations in the MSJC service area

- Foster an institutional culture of inclusivity through events, affirming communication, employee and student engagement, and recognition

- Improve and increase diversity, inclusion, and racial equity training opportunities to enhance cross-cultural competency and awareness for students, faculty, staff, and members of the community

- Develop recruitment strategies and hiring practices to support the successful recruitment of diverse professionals of differing experiences and backgrounds

Goal 5
Partner with local business, industry, cities, and communities to increase experiential opportunities for student to explore, transition-to, or promote within the regional workforce

Objectives:

- Cultivate new and emerging partnerships with local businesses and industries to secure job, internship, externship, and college work experience opportunities.

- Support and encourage opportunities for faculty to maintain and enhance professional currency by partnering with local business and industry leaders.

- Actively engage local leaders, regional businesses, and community-based organizations to address community, educational, economic, and regional workforce needs

- Publicize and create additional opportunities for MSJC faculty, staff, and administrator involvement in local and regional community service events, projects, and partnerships.

- Employ effective and targeted marketing and outreach strategies for both the District as a whole and individualized programs.

- **Increase percent of exiting CTE students who report being employed in their field of study**

Goal 6

Strategic Enrollment, Planning, and Fiscal Responsibility: Support the optimization of strategic enrollment management, planning, and student success to ensure fiscal viability

Objectives:

- Strategically design enrollment management and student retention plans to optimize district allocations through the Student Centered Funding Formula

- Review, evaluate, and revise policies and procedures to improve educational equity outcomes, enrollment, student success, fiscal planning, and stability

- Revise planning and resource allocation models to incorporate diversity, equity, and inclusion frameworks to better prioritize equity in decision-making, planning, and budget development structures

- Promote widespread engagement in District participatory governance structures—encouraging representation from a broad diversity of employee roles, responsibilities, backgrounds, perspectives, and experiences

- Continue to invest in a comprehensive business process review and implement technology and process improvements that are informed by efficiency benchmarks and by user-centered design

Goal 7

Facilities Planning and Improvement – Provide facilities at all locations that are inviting, accessible, and safe

Objectives:

- Prioritize and allocate capital outlay resources at all campus locations to improve, expand, and upgrade essential classroom and student support learning spaces in order to foster healthy/dynamic formal and informal interaction between and among all constituent groups

- Support the completion of an updated Facilities Master Plan for capital outlay projects at all sites featuring spaces and signage that are culturally affirming