

# DIVISION EQUITY FIVE YEAR PLAN

## PLANNING TEMPLATE

**DIVISION:** \_\_\_\_\_

**Focus Area (optional):** \_\_\_\_\_

**Division Equity and Social Justice Vision Statement:**

  
  

**Division Mission Statement:**

  
  

**Division Guiding Values:**

**Equity Goals:**

  
  

**Equity Objectives:**

Action Items	Steps	Responsible Parties	Timeline/Progress Achieved

How will we define success?

How will we measure our progress over the next year?

Equity Core Team Members:

Plan Reviewed By Dean: \_\_\_\_\_ (Deans Signature) Date: \_\_\_\_\_

Plan Reviewed With Division: \_\_\_\_\_ (Liaison Signature) Date: \_\_\_\_\_

**Please tailor this planning template to meet your needs.**

**SAMPLE \* SAMPLe**

**DIVISION EQUITY FIVE YEAR PLAN**

**DIVISION:** Intercultural and International Studies

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**Focus Area (optional) :** Integration of ICC on Civic Capacity for Global, Social, Cultural and Environmental Awareness

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**Division Equity and Social Justice Vision:**

Working in collaboration with the entire De Anza community, the Intercultural/International Studies Division envisions supporting students, faculty, and staff through exceptional programs and classes that enhance personal development, cultural appreciation, civic capacity, and social justice advocacy skills so that they might continue contributing to our campus, local, and global community in ways that are fully valued and recognized.

**Division Mission:**

The mission of the Intercultural/International Studies Division is to provide programs of study that increase understanding of the many cultures and languages of the world today.

**Guiding Principles/Values:**

IIS Core values:

- Grassroots civic-participation in the decision-making process, both internally and externally.
- Professional satisfaction and respectful engagement between classified professionals and faculty.
- Collaboration and dialogue to achieve our vision of equity and social justice through culturally responsive practice both within and outside of the classroom.
- Objective data to inform critical decision-making.

**Statement of Diversity and Inclusion:**

IIS is committed to achieving diversity and inclusiveness among its faculty and classified professional and advocates equality for all students, regardless of race, ethnicity, sex, disability, country of origin, socio-economic status, religion, age, marital status, sexual orientation, or gender identity, in all areas of division engagement, internally and externally. This commitment to diversity and inclusiveness extends to the practices and policies of the IIS Division.

**Working Objectives:**

- Instructors will consider how they currently integrate issues of local, national, and global citizenship into their core curriculum.
- The Division will engage in a series of conversations on how best to integrate democratic principles into the culture of the division.
- Each Department within the division will engage in a series of reading, reflection, and application activities on issues of social and cultural diversity.
- The Division will participate in a day-long training on cultural humility and culturally responsive teaching practices.
- The Equity Core team will support the division by sharing resources and tools for more deeply/intentionally integrating issues of environmental and social justice content into the curriculum through a series of division teach and learning forums.

Action Items	Steps	Who is Responsible	Timeline/Progress Achieved
1. Equity Core Team will conduct an assessment of faculty needs and develop a training program.	1. Brainstorm and vet questions. 2. Develop survey monkey. 3. Analyze data and prepare training program. 4. Outreach 5. Delivery of program	Angela Anna Daren	Brainstorm and Questions – April 1 Survey Monkey – May 1 Training Development – June 1

**Evaluation of Impact:**

**How will we define success?**

- Faculty will be able to identify three culturally responsive teaching strategies they will and are using in their class.
- Faculty will engage in student evaluations on how these culturally responsive teaching practices helped in their learning.
- Faculty will share their learning with the Equity Core Team
- The Division will see an increase in retention among our targeted population.

**How will we measure our progress over the next year?**

- Faculty Surveys
- Student Evaluations
- Survey Monkey
- We will also consult with Institutional Research Office on other appropriate means of assessment.

## **SUPPORT TOOLS (OPTIONAL)**

**Step 1. Preparing your long-term equity plan of action begins with data gathering, review and dialogue. The following questions are designed to assist you with your preparation process.**

### **I. PLANNING and DATA GATHERING**

- a. What information has your Equity Core Team gathered?
- b. What has the division or select departments already accomplished toward student equity?
- c. If applicable, what student learning outcomes are you analyzing or intending to analyze? Please rank order all that apply:
- d. If applicable, what program outcomes are you analyzing or intending to analyze? Please rank order all that apply:
- e. What ICC have you analyzed or intend to analyze? Please rank order all that apply:
- f. What information have you gathered from the division departments or unity areas?

### **II. STRENGTHS AND AREAS OF GROWTH**

- a. What successes or strengths is your Equity Core Team embodying?
- b. What obstacles/challenges is your Equity Core Team encountering?
- c. What support or resources do you need?

### **III. REVIEW OF YOUR ANNUAL STUDENT SUCCESS EQUITY PLAN**

- a. What was identified in your 2014/15 report?
- b. How have you addressed your critical needs?
- c. Of these critical areas, which would you prioritize as needing the most attention next year and why?
- d. How does this work related to the larger division equity 5-year plan?

**Step 2. Equity Core Team Needs Assessment**

**Instructions:** Please reflect with your Equity Core Team ability to move your long-term vision forward.

<b>Team Strengths (what are we doing well?)</b>		<b>Areas of Development (what can we do better?)</b>		
<b>ECT Goals</b> Identify One Shared Goal based on your area of development	<b>ECT Action Steps</b> What do we need to accomplish our goal?	<b>Shared Competencies</b> What competencies (skills and dispositions) are required for each step?	<b>Focus of Development</b> <i>Which required competencies are not included on our list of strengths?</i>	<b>Development Goals</b> <i>How can we translate our identified competency into developmental goals?</i>
<b>What support will we need from our Dean? What support will we need from the EAC? What support will we need from the Equity Office?</b>				

\_\_\_ Part-Timer      \_\_\_ Full-Timer      \_\_\_ Classified Professional      \_\_\_ Student Representative      \_\_\_ Department Chair