

Institutional Development for Equity and Access

(IDEA)

PURPOSE:

The purpose of the Institutional Development for Equity and Access (IDEA) Committee is to inspire and advocate for an institutional culture that defines, values and promotes equity, inclusion, and social justice for all members of the Los Medanos College community. IDEA facilitates coordinated and organized action to shift diversity, equity, and inclusion from the periphery of the college's activities to the center of the institution's mission, policies and programs.

MEMBERSHIP (2011-2012):

Co-Chairs: Jamila Stewart (2011-13) & Dave Belman (2010-12)

Co-chair model, 2-year rotating terms

Managers: Dave Belman, Jorge Cea, Blas Guerrero

Classified Senate: Linda Kohler, Jamila Stewart

Student Senate: Hilary Lee, Sarah Udor

Research/Planning: Ryan Pedersen

Counseling: Laura Subia

Academic Senate: A'kilah Moore

GE Committee: Rosa Armendáriz

DE Committee: Vacant

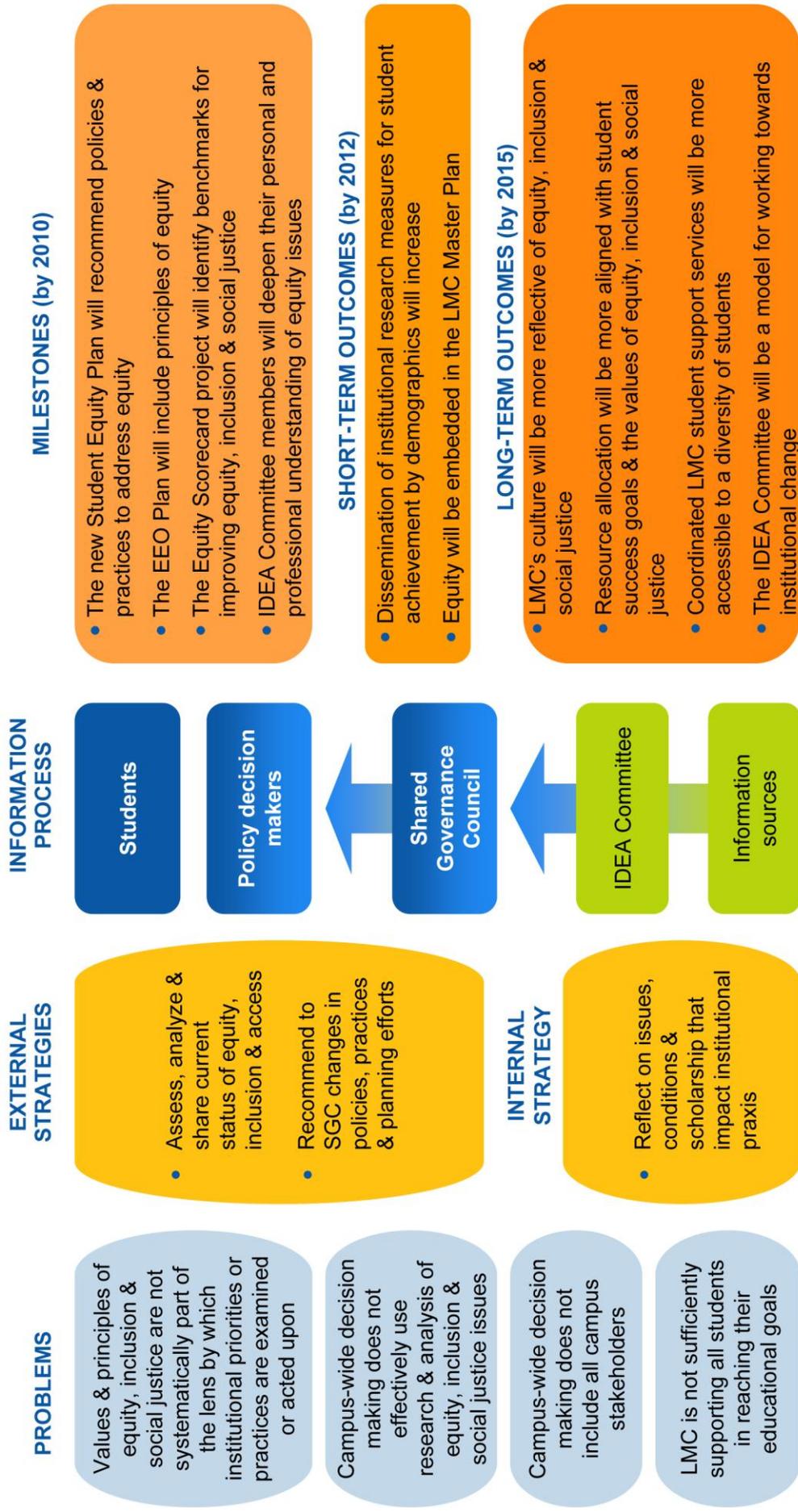
CTE: Erlinda Jones

Student Life: Demetria Lawrence

Additional Members: Karl Debro, Justin Nogarr, Tue Rust

Los Medanos College IDEA Committee Theory of Change

PURPOSE: The purpose of the IDEA Committee is to inspire and advocate for an institutional culture that defines, values and promotes equity, inclusion and social justice for all members of the Los Medanos College community.



ULTIMATE IMPACT:

Los Medanos College will be an educational community that positively reflects in its culture and practices the values and principles of social justice and equity for all that leads to increased academic success for its students.

STATUS REPORT:

CHARGE #1: Continue to analyze and update the existing Student Equity Plan with an institutional-wide perspective and integrate CUE principles into the report.

This charge has not been completed. During 2010-2011 the committee determined that there would should strong links between the Student Equity Plan and the findings and recommendations from IDEA/CUE Inquiry Team – Phase I study. As the IDEA/CUE Inquiry Team – Phase I project comes to a close this semester, IDEA has formed a sub-committee to begin working on a draft of the Study Equity Plan.

Completing the Student Equity Plan will allow LMC to formalize and institutionalize the findings and recommendations of the IDEA/CUE Inquiry Team – Phase I, as well as further enhance the College's commitment to equity by moving from a student deficit model to a mode of institutional responsibility for student equity. The Student Equity Plan will serve as a roadmap for LMC including both programmatic and procedural approaches.

Members of the sub-committee include: Erlinda Jones, Demetria Lawrence, A'kilah Moore, Justin Nogarr, Keith Parsons, Jamila Stewart and Sarah Udor. Jim Kolthoff (TBD) & Jennifer Garcia (TBD).

Recommendation: The IDEA Committee is recommending that this charge be continued for the next year, and anticipates the ability to complete this by the end of the 2012 calendar year.

CHARGE #2: Continue to coordinate the Center for Urban Education (CUE) and Equity Scorecard projects with a focus on the transfer process, and continue their integration into college planning, research and operations.

The first phase of LMC's work with CUE has been completed. The first phase focused on reviewing LMC's matriculation process, reviewing the experience of first-time students in English 90, and observing student and staff interactions in the Center for Academic Support (the CORE). A subgroup of the first team is currently working on a final report with recommendations to the college and an Equity Scorecard to set goals for the college on relevant measures. The group is also working on integrating this with the development of the Student Equity Plan and the emerging Phase 2 project.

Recommendation: As the IDEA/CUE Inquiry Team – Phase 2 is currently in progress on the Transfer Inquiry study (January 2012 – December 2012), and has planned for a Phase 3 study during 2013 (as outlined in the EXITO Transfer Grant), the IDEA Committee is recommending that this charge be continued next year.

CHARGE #3: Develop operating procedures and activities for an effective campus Equal Employment Opportunity Committee and determine if the EEO Committee will be the IDEA committee or a sub-committee of IDEA.

As of the Fall of 2011, an official LMC Equal Employment Opportunity (EEO) Committee has been established. The committee will hold its first meeting on February 7, 2012 from 2:00 – 4:00 P.M. It is recommended that the committee be a stand-alone, college committee, chaired by the college EEO Officer (Bruce Cutler). At least one IDEA member will serve on the committee, along with representatives from each college constituency group.

The committee's roles and responsibilities:

- Promote a positive educational and working environment that will foster appreciation of the diverse population of California.
- Advise, assist and make recommendations to the College on the implementation of a college-wide EEO plan and programs.
- Develop and implement effective equal employment, staff diversity and disability access programs at the college.
- Sponsor events, training, or other activities that promote equal employment opportunity, nondiscrimination, retention and diversity, cultural/disability awareness, cross-cultural communication styles, and multi-ethnic team building.
- Create a plan to monitor all selection committees for ethnic and gender balance and to ensure the integrity.
- Participate on the District Equal Employment Opportunity Advisory Committee (DEEOAC) and work with the staff development committees to assist in the planning of equal employment opportunity workshops and on the implementation of a district-wide EEO Plan and programs.

The committee will be comprised of 8 members representing the following:

1. Academic Senate – Erich Holtmann
2. Classified Senate – Linda Kohler
3. Management Council – Sandy Smith
4. United Faculty – Marco Godinez
5. Local 1 – Keith Parsons
6. LMCAS - Sarah Udor
7. IDEA - Rosa Armendariz or Jamila Stewart
8. PDAC – Demetria Lawrence
9. EEO Officer – Bruce Cutler

A minimum of at least three (3) of the college representatives shall be current members of the District Equal Employment Opportunity Advisory Committee. The appointment shall be for two (2) years. In order to provide continuity, membership may be renewed.

Recommendation: As this committee has now been formed, the IDEA Committee is recommending that this charge be removed for next year.

GENERAL QUESTIONS:

While no formal self-evaluation has occurred this past year, the group regularly engages in reflection about committee functionality and effectiveness. Some of the areas explored include:

- Membership structure, including comprehensive and appropriate representation
- Structure of sub-committees and working teams related to IDEA's charges

In addition, the committee continues to ensure that its role, work, and charges are connected to the 2010 IDEA Theory of Change and regularly explores ways to push the college conversation around equity. For example:

- In May 2011 when college and district staff reductions took place, IDEA worked with college and district leadership to understand:
 - How the possible impact on equity was considered in the lay-off decisions.
 - To review data on reductions and eliminations broken out by ethnicity and gender to fully understand whether there was an impact on equity.
 - If there was an impact on equity, how and to what extent it existed.
- In January 2012 the IDEA committee held a retreat to prioritize and set goals for the upcoming year, looking for opportunities to engage in work around equity from policy, professional development, and programmatic perspectives.

Currently the IDEA committee meets one time per month with committees related to Charges 2 & 3 meeting regularly.