



Los Medanos College

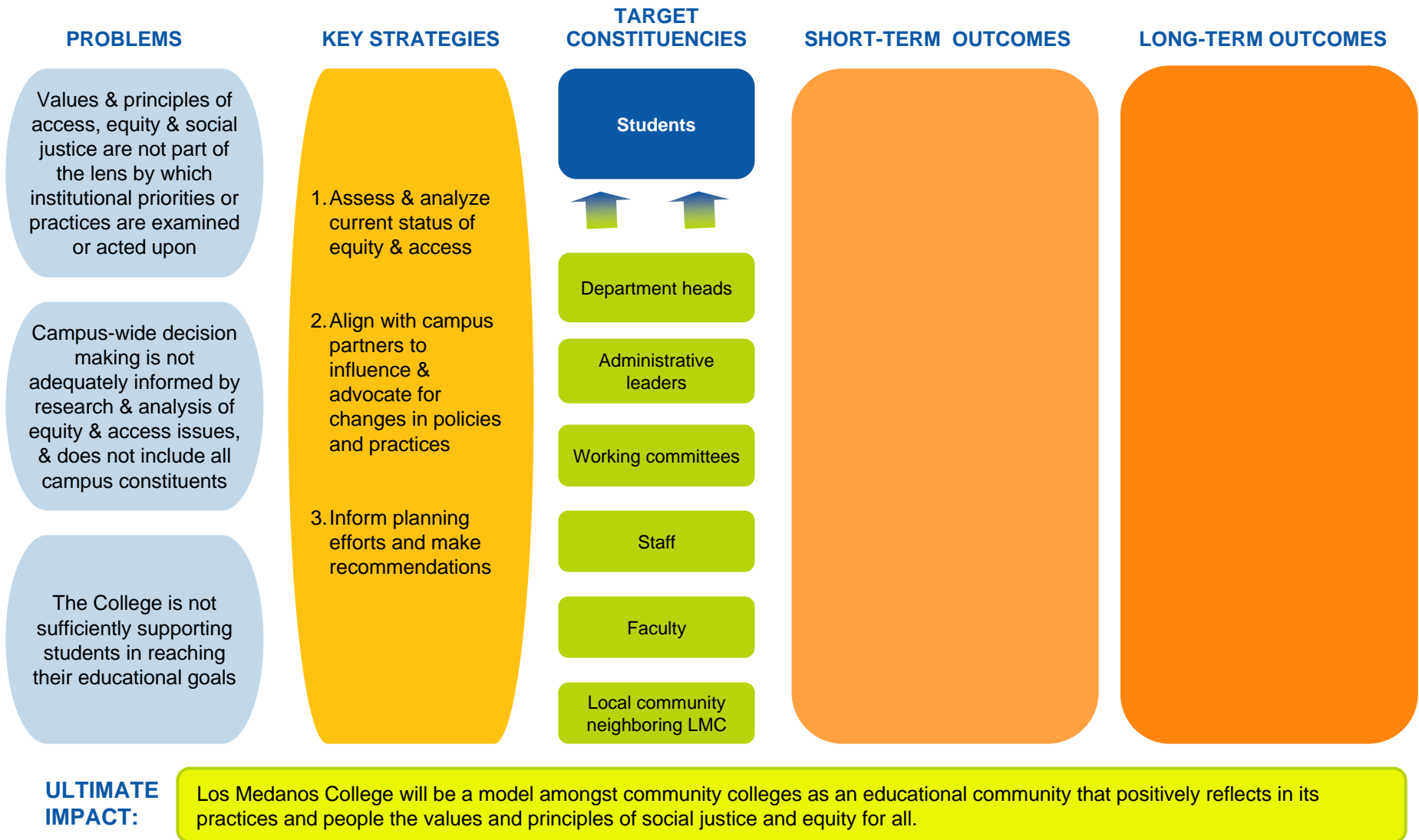
Institutional Development for Equity and Access (IDEA)

DRAFT Theory of Change

BTW *informing change*
March 2009

Los Medanos College IDEA Committee Theory of Change

PURPOSE: The purpose of the IDEA Committee is to inspire and advocate for institutional practices that define, value and promote equity, access and inclusion for all members of the Los Medanos College community.



Purpose Statement

The purpose statement describes why IDEA exists; it summarizes the charge of the Committee.

The purpose of the IDEA Committee is to inspire and advocate for institutional practices that define, value and promote equity, access and inclusion for all members of the Los Medanos College community.

Definitions

Institutional practices: This includes formal policy and its implementation and informal practices that impact students, staff and faculty.

Equity: The success of student, staff and faculty populations that have been historically marginalized at LMC.

Success: The achievement of personal educational goals.

Access: Refers to students' access to the educational opportunities that will support their educational and career goals.

Inclusion: The inclusion of student, staff and faculty voice in the decision-making process at all levels of the college; inclusion also refers to the creation of a healthy and safe campus.

Problems

These problems motivate the work of IDEA.

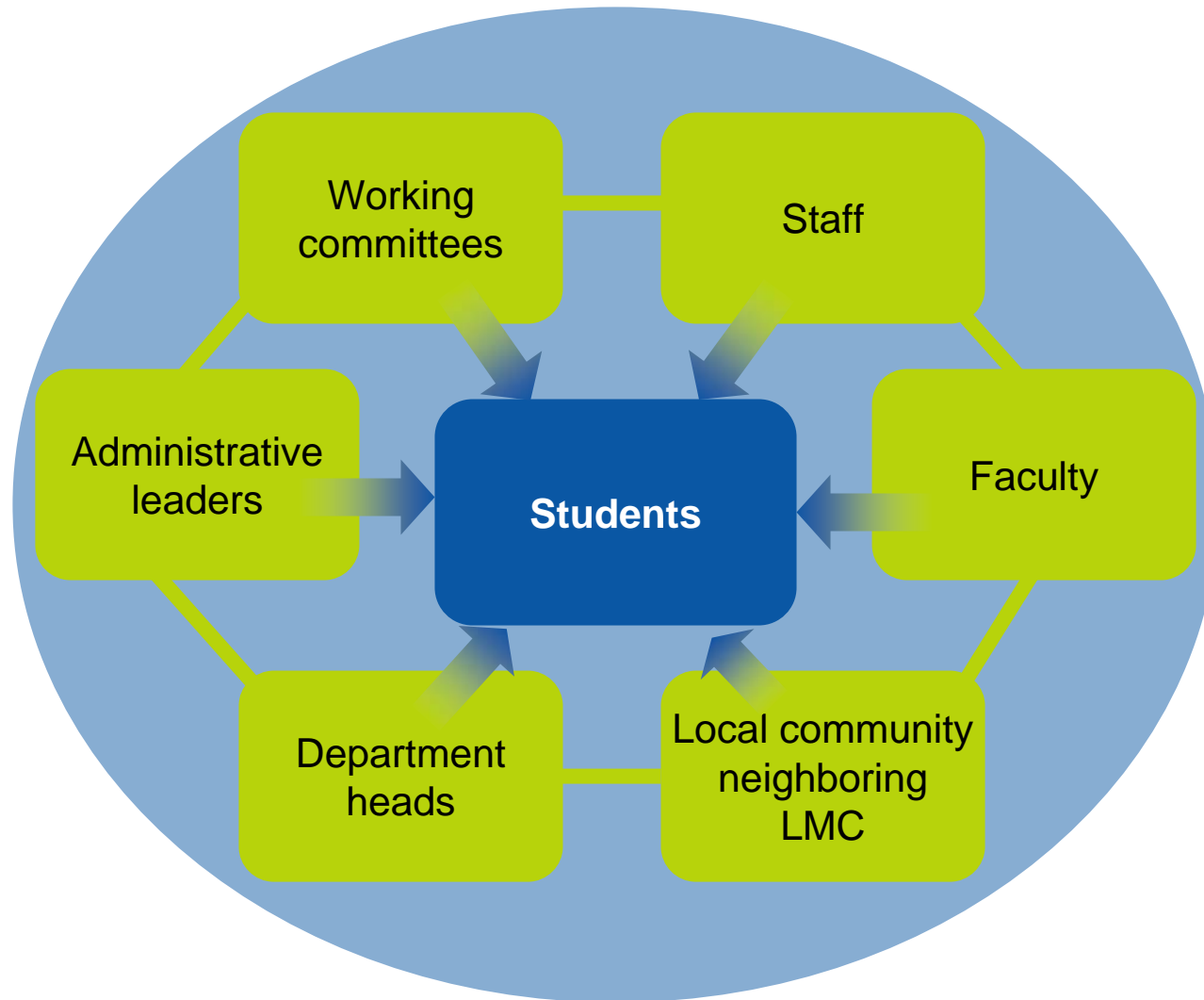
Values and principles of access, equity and social justice are not consistently part of the lens by which institutional priorities or practices are examined or acted upon

Campus-wide decision making does not effectively use research and analysis of equity and access issues, and does not include all campus constituents

The College is not sufficiently supporting students in reaching their educational goals

Target Populations

These are the populations that IDEA works with to achieve its goals.



Key Strategies

These strategies are the focus of IDEA's ongoing work; the tactics are specific tasks that support these strategies.

Assess and analyze current status of equity and access

Align with campus partners to influence and advocate for changes in policies and practices

Inform planning efforts and make recommendations

Key Strategies & Tactics

STRATEGY #1

TACTICS

Assess and analyze current status of equity and access



- Work with the Center for Urban Education to produce the Equity Scorecard and benchmarking measures
- Support and disseminate research on student equity issues
- Systematically collect data representing students' voices and stories
- Analyze available data with a lens of equity, access and inclusion

Key Strategies & Tactics

STRATEGY #2

TACTICS

Align with campus partners to influence and advocate for changes in policies and practices



- Assess RAP process and propose changes to include equity
- Support a culturally responsive pedagogy
- Educate staff and faculty about students' possible belonging uncertainty

Key Strategies & Tactics

STRATEGY #3

TACTICS

Inform planning efforts and
make recommendations



- Contribute to the Student Equity Plan
- Augment program review process and modify standards
- Provide the lens of IDEA to RAP
- Recommend changes to Human Resources policies (hiring and other)
- Assess the evaluation process for staff and faculty; make recommendations for improvements
- Inform the Equal Employment Opportunity (EEO) plan

Ultimate Impact

Los Medanos College will be a model amongst community colleges as an educational community that positively reflects in its practices and people the values and principles of social justice and equity for all.