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.

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**PROBLEMS**

1. Values & principles of access, equity & social justice are not part of the lens by which institutional priorities or practices are examined or acted upon.
2. Campus-wide decision making is not adequately informed by research & analysis of equity & access issues, & does not include all campus constituents.
3. The College is not sufficiently supporting students in reaching their educational goals.

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**KEY STRATEGIES**

1. Assess & analyze current status of equity & access
2. Align with campus partners to influence & advocate for changes in policies and practices
3. Inform planning efforts and make recommendations

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**TARGET CONSTITUENCIES**

- Students
- Department heads
- Administrative leaders
- Working committees
- Staff
- Faculty
- Local community neighboring LMC

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**SHORT-TERM OUTCOMES**

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**LONG-TERM OUTCOMES**

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**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.
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.

- Students
- Administrative leaders
- Working committees
- Staff
- Faculty
- Department heads
- Local community neighboring LMC
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**

Assess and analyze current status of equity and access

**TACTICS**

- 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

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

TACTICS

- 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

Inform planning efforts and make recommendations

TACTICS

- 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.