



Los Medanos College

Institutional Development for Equity and Access (IDEA)

DRAFT Theory of Change

BTW informing change
February 2009

What is a Theory of Change?

The Theory of Change is a linear visual depiction of what the Institutional Development for Equity and Access (IDEA) does, who it works with to accomplish its goals and what it expects to happen as a result of its activities.

- *Why IDEA exists:* A clear articulation of the problems LMC/IDEA is addressing
- *What IDEA does:* The strategies that IDEA/LMC employs to address those problems
- *Who IDEA works with:* The constituencies that IDEA/LMC targets through its strategies
- *What IDEA wants:* The desired short- and longer-term outcomes

Why Create a Theory of Change?

- Ensure alignment between practice and desired outcomes
- Identify the realistic outcomes that will be the basis for IDEA's assessment plan and the linkages to other planning work on campus
- Build shared vision and commitment among committee members
- Create a useful communications tool for other campus partners

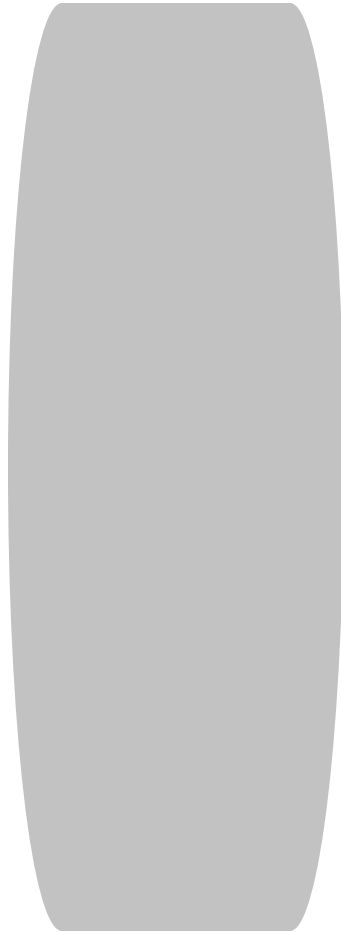
Campaign for College Opportunity Theory of Change

PURPOSE:

PROBLEMS



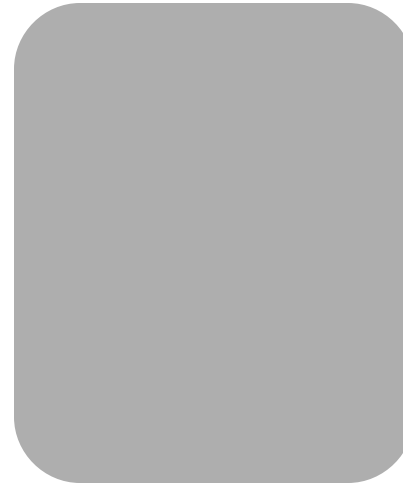
KEY STRATEGIES



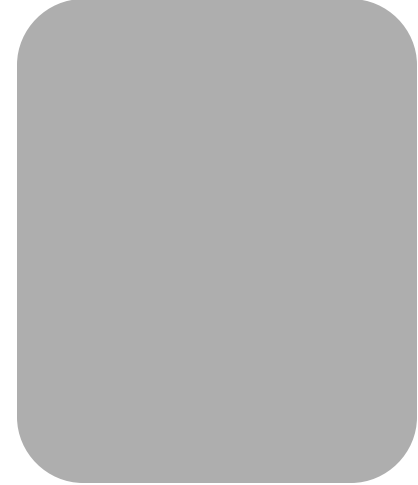
TARGET
CONSTITUENCIES



STUDENT OUTCOMES



FACULTY OUTCOMES



INSTITUTIONAL OUTCOMES



ULTIMATE
IMPACT:



Purpose Statement

The purpose of the IDEA Committee is to analyze equity and diversity issues on campus, and to develop solutions informed by research.

Problems

Students and faculty have drifted from the LMC founding principles of access, equity and social justice.

Student leadership is not actively involved in the development of policies and programs targeting increased diversity and equity.

Too few students and faculty are involved in discussions of institutional values.

Latinos are under-represented among the student body.

Success rates among African American students are lower than other racial/ethnic groups.

Ultimate Impact

The student body and the faculty at Los Medanos College will represent the diverse local community and will have equitable access to all of the College's resources.