

## EMP Goals and Objectives Crosswalk with College Plans and Committee Charges

Goal 1. Strengthen a culture of equity, diversity, inclusion, and racial justice. (District #2 and #4)	SEM	SEP	Adult Ed	SGC	Academic	Classified	LMCAS	Planning	TLC	EEO	IDEA	PDAC	Technology	Curriculum	CTE	DE	GE	
<b>1.1.</b> Strategically recruit, support, train and retain a highly-qualified, diverse workforce.	X									X		X						3
<b>1.2.</b> Create and enhance multiple, ongoing opportunities for dialogue, engagement, and community-building; develop action plans that implement equity-focused, anti-racist, inclusive practices.				X	X	X	X		X	X		X						7
<b>1.3.</b> Review policies, procedures, outcomes, and operations to identify and eliminate any inherent biases or inequities; actively work to incorporate principles of diversity, inclusion, equity, and anti-racism throughout all institutional practices.	X	X		X	X	X			X		X			X		X	X	10
<b>1.4.</b> Utilize data to identify practices, prioritize actions, and allocate resources that address institutional inequities and achievement gaps for Black, indigenous, people of color (BIPOC), minoritized/marginalized, disproportionately-impacted, and historically-underserved/under-represented groups.	X	X	X		X	X		X	X									7
<b>1.5.</b> Foster and maintain a safe and welcoming learning and work environment for all by assessing campus climate and developing action plans to foster a more inclusive atmosphere.				X	X	X		X	X			X				X		7
<b>1.6.</b> Engage and support all members of the College community in anti-racism and anti-discrimination efforts; review and enhance support strategies and resources for employees and students who have experienced racism, sexism, or any form of discrimination at the College.				X	X	X			X	X								5

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<b>Goal 2. Increase and maximize equitable opportunities for students to successfully complete courses and programs.</b> (District #1 and #2)	SEM	SEP	Adult Ed	SGC	Academic	Classified	LMCAS	Planning	TLC	EEO	IDEA	PDAC	Technology	Curriculum	CTE	DE	GE		
<b>2.1.</b> By 2020-22, develop and implement the Strategic Enrollment Management Plan (2020-23) to include flexible and strategic scheduling, curriculum, integrated student support, and distance education.	X																		1
<b>2.2.</b> Implement the Student Equity Plan to meet institutional goals for reducing Equity Gaps and to ensure equitable success for all students.	X	X					X												3
<b>2.3.</b> Across all of the College’s instructional sites, increase equitable access to courses, programs and student support services, improved infrastructure, and technology resources through 2022-23.	X	X		X									X			X			5
<b>2.4.</b> Improve the flexibility in the delivery of programs and services.															X	X			2
<b>2.5.</b> Design and offer culturally responsive, historically accurate, anti-racist curriculum.	X	X		X	X									X					5

<b>Goal 3. Increase opportunities that will prepare students to enter high-demand and living-wage occupational fields.</b> (District #3)	SEM	SEP	Adult Ed	SGC	Academic	Classified	LMCAS	Planning	TLC	EEO	IDEA	PDAC	Technology	Curriculum	CTE	DE	GE		
<b>3.1.</b> Implement the Workforce Development Strategic Plan to include the development of new instructional programs – including degree, certificate, and transfer credit programs, as well as noncredit opportunities – that align to local and regional workforce needs through 2024-25.	X				X									X	X				4
<b>3.2.</b> Increase and strengthen internal collaborations to support students’ preparation for high-demand and living-wage careers through 2024-25.															X				1
<b>3.3.</b> Expand the opportunities for internships and apprenticeships to prepare students for entering the workforce.															X				1

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<b>Goal 4. To better support students in accomplishing their academic and career goals – from entry to completion/transition – and to enhance course-level and program-level achievement, expand and deepen educational, workforce, and community partnerships. (District #3)</b>	SEM	SEP	Adult Ed	SGC	Academic	Classified	LMCAS	Planning	TLC	EEO	IDEA	PDAC	Technology	Curriculum	CTE	DE	GE		
<b>4.1.</b> Increase dual enrollment and articulation with high school partners.	X														X				2
<b>4.2.</b> Expand articulation and pathways to four-year institutions by 2024-25.														X	X	X	X		4
<b>4.3.</b> Continue to expand and cultivate employer partnerships, advisory groups, and external partnerships through 2024-25.														X	X			X	3
<b>4.4.</b> Continue to expand partnerships with nonprofits and local agencies to address student basic needs through 2024-25.	X	X	X																3

<b>Goal 5: Effectively utilize institutional resources to meet the needs critical to the College mission. (District #4 and #5)</b>	SEM	SEP	Adult Ed	SGC	Academic	Classified	LMCAS	Planning	TLC	EEO	IDEA	PDAC	Technology	Curriculum	CTE	DE	GE		
<b>5.1.</b> By 2020-21, develop and implement the Distance Education Plan to include technology and instructional equipment, online student services, and technical professional development.						X										X			2
<b>5.2.</b> Develop and implement the Facilities Plan by 2021-22.	X													X		X	X		4
<b>5.3.</b> Develop a total cost of ownership policy model by 2021-22 and integrate it into all future institutional plans.		X		X				X											3
	11	7	2	7	7	6	2	3	5	3	1	3	1	6	5	7	4		

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Plan/Committee	EMP Contributor	EMP Reviewer (Manager)
SEM Plan	Natalie Hannum/Tanisha Maxwell/ Carlos Montoya	Bob Kratochvil
Student Equity Plan	Sabrina Kwist	Bob Kratochvil
Adult Education Plan	Bill Bankhead/Catherine Fonseca	Natalie Hannum
SGC Council	Jennifer Adams/Bob Kratochvil	Bob Kratochvil
Academic Senate	Louie Giambattista/Mark Lewis	Chialin Hsieh/Natalie Hannum
Classified Senate	BethAnn Stone	Chialin Hsieh/Tanisha Maxwell
LMCAS Senate	Teresea Archaga/Dave Belman	Tanisha Maxwell
Planning Committee	Chialin Hsieh/BethAnn Stone	SGC
TLC Committee	Marci Lapriore	Academic Senate/SGC
EEO Committee	Carlos Montoya/Sabrina Kwist	SGC
IDEA Committee	Catt Wood/Nicole Trager	SGC
PDAC Committee	Julie von Bergen/Sabrina Kwist	SGC
Technology Plan/TAG	Carl Chiu/Carlos Montoya	SGC
Curriculum Committee	Morgan Lynn	Academic Senate
CTE Committee	Bill Bankhead	Natalie Hannum
DE Plan/Committee	Aprill Nogarr/Janith Norman/Scott Hubbard	Natalie Hannum
GE Committee	Aдриanna Simone	Academic Senate/TLC