

## **GRIT Program Review Analysis**

**Department/Office/Program:** Business

**Date:** 3/4/2022

### **1. Concerning issues around access, retention, and success of students**

- Math as a potential barrier
- Success of African American/Black and Latinx students
- Gender gap

### **2. Concerning issues around equity**

- Success of African American/Black and Latinx students

### **3. Promising practices that support students that are being implemented**

- ACUE Training: Association of College and University Educators - Learn the evidence-based teaching practices proven to improve student achievement and close equity gaps.
- Outreach work/dual enrollment efforts with high schools
- BIPOC Partnerships
- Marin City CDC - own businesses; short term certificates
- Positive focus on equity training

### **4. Important to note**

- Strong alignment with COM's Education Master Plan and Strategic plan
- Concern about the ETUM Seniority System – Senior and Junior – and Title VII violation
- Engaging the services of a UX (User Experience) design vendor to develop a small number of Canvas templates

### **5. Recommendations**

- Math as a potential barrier
  - Work with Math dept.
  - Assess Math 121 concerning support and ways to provide just in time remediation
  - Consider support for math anxiety
  - Research strategies to embed information and support for students
  - Research other contributing barriers
- Success of African American/Black and Latinx students
  - Ensure that support is intentional and focused on African American/Black and Latinx students
  - Work with the Umoja Equity Institute and Outreach Office around community outreach to Marin City and Canal Alliance
  - Connect with the Learning Communities, Counseling, Outreach, and COMPASS
- Dual Enrollment
  - Research and integrate demographic data on high school students participating in satellite classes/dual enrollment to ensure a focus on equity
- Ice House
  - Research and integrate data on Ice House model to assess effectiveness

### **6. Commendation**

- Strong alignment with COM's Education Master Plan and Strategic plan

- BIPOC Partnerships
- Professional Learning with ACUE Association of College and University Educators

### **GRIT's Charge**

The Guidance, Resources, Integration, and Transformation (GRIT) Committee operates in collaboration with PRAC and the Academic Senate to support College of Marin's commitment to providing equitable opportunities and fostering success for all members of our diverse community. GRIT reviews institutional plans, program reviews, and data to ensure that antiracist practices, equity and access are embedded in all plans and programs and that resources and efforts support overall student success.

### **Definitions**

The following definitions have been adopted by COM as stated in the Educational Master Plan 2017-2025, p. 18:

**Equity:** Recognizing the historical and systemic disparities in opportunity and outcomes and providing the resources necessary to address those disparities.

**Equity-minded:** The perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American education.