

	Activities	EMP Support and Planning Alignments
<p>Goal 1.</p> <p>Engage in Activities to Increase Accessibility and Inclusion</p>	<p>ASPC</p> <ol style="list-style-type: none"> 1. Revise AP4020 and AP4021 to ensure DEIAA representation in PVC and encourage heterodoxy <p>MDC</p> <ol style="list-style-type: none"> 2. Faculty Flex session increase inclusivity with Diversity Statements on Syllabi. 3. Re-imagining Multicultural and Diversity Award across many areas. 4. Chair a member of the EEO Advisory Committee. 5. Chair a member of the EOPS Advisory Committee <p>Senate</p> <ol style="list-style-type: none"> 6. Senate Retreat re-engaged in 2023F to develop norms and increase inclusive participation. Implicit Bias and Development of Norms. Senate President 7. 2023 Provided consultation and support grant to provide faculty with Culturally Responsive Curriculum. Grant Awarded and applied 2024 8. Participated in ASCCC sessions on inclusionary practices in Senate Leadership ways BIPOC leaders can promote anti-racist strategies for themselves and the growth of others. 9. Member of the EEO Advisory Committee. 10. Support ASCCC Anti-Racism as part of DEIA&A (add the second A) 11. Provide Curriculum Committee with Recommendations to begin inclusion of 	<p>Activities support EMP Initiative #6 Increase Commitment to Diversity, Equity, and Inclusion.</p> <p>Aligns with ASCCC Resolution 07.03 Ensuring Anti-Racist California Community College Online Faculty Training Materials.</p> <p>Aligns with ASCCC Resolution 13.01 Prioritization of Prevention of Sexual Harassment and Discrimination at California Community Colleges.</p> <p>Aligns Resolution Number 03.03 Adopt Anti-Racism Education Paper</p> <p>https://drive.google.com/file/d/1QgSwFvdSD7OfmDs0bVn9qDI-FdZG4z8m/view?usp=sharing</p>

DEIA&A elements in the COR's.

Curriculum Committee

12. Develop substantive Ethnic Studies Curriculum and Program.
13. Moved the creation of the local Ethnic Studies General Education requirement through the appropriate college processes.
14. In anticipation of an upcoming change to Title V, the committee began the process to amend the Curriculum Committee by-laws to include members who will conduct a DEIAA review of course outlines of record and deliver feedback to faculty authors.

Goal 2.
Create Better Wrap-Around Experiences for Students

ASPC

1. Substantive Work on AP 4103 Work Experience Education.

Senate.

2. Disseminate information from Report requested from VPSS to provide information on services available to students and to faculty regarding mental & physical health, and crisis intervention protocols.

MDC.

3. Examine CR's Land Acknowledgement usage & work with faculty to increase their awareness of CR's formal Land Acknowledgement
4. Work across departments to loop students into efforts linked to EMP-6, engaging students in

EMP Initiative #4

Establish Stronger Wrap-Around Experiences for Students Total Connection.

Aligns with

ASCCC Resolution 13.01 Prioritization of Prevention of Sexual Harassment and Discrimination at California Community Colleges.

the celebration of DEIAA efforts across CR.

Goal 3.
Review 10+1 and Shared Governance Application

Senate President
Recommendation to convene planning group to meet Title V changes to GE, COR's, & Common Course Numbering.

Curriculum Specialist
CC
Articulation
VPI

1. The VPI, configured working group to determine resources needed and to develop a plan for the district to meet all Title V requirements related to Curriculum and Articulation.

Senate Executive Committee & Senate Leadership

2. Continues to work towards clarification of how the Senate engages in agreements in a manner that allows the Senate a voice in those activities that require the agreement of the Senate (1 of 10+1).
3. Continues to recommend that the faculty Senate is included in shared governance as it relates to Dual Enrollment under 10+1.
4. Creation of a Bylaws Committee that will review guiding documents to assure these are consistent

Aligns with ASCCC
Shared Compliance Resolution 19.02 regarding AB 1725
Resolution 09.02 Faculty Involvement in Dual Enrollment Programs

with one another, the Constitution and 10+1.

Associate Faculty Committee

- Revised Bylaws to assure this committee provides a voice to associate faculty from a platform within 10+1.

Senate Leadership

- Attend Plenary leadership sessions and the President acts as a delegate for College of the Redwoods.
- Participate in small and rural college caucus of ASCCC

Faculty Qualifications Committee:

- Continue productive talks about applying the Faculty Qualifications Handbook to new faculty at the college.

**Goal 4.
Robust Discussion on
Guided Pathways**

Senate

- Guided Pathways Discussions to determine ways the Senate can help support the pathways. Guided pathways brought a proposal of ways to engage work to update the catalogue. In process
- Senate approved of course sequencing as recommended by GP Chair.

ASPC

- Revision of AP4100 and 4025
- Amendments to Bylaws to clarify the practice of "consulting, as appropriate, with content experts, committees, and affected constituents" which has resulted in deeper engagement

EMP Initiative #4
Establish Stronger Wrap-Around Experiences for Students Total Connection.

with Guided Pathways work

Curriculum Committee

5. The committee includes the Guided Pathways/Articulation Officer as an ex-officio member.
6. In the committee, there is a GE Review group who checks course proposals for local and external General Education to ensure that the courses are compatible with the transfer GE criteria.
7. A small Task Force has produced revised recommendations for the Senate's GE Directive to allow for some flexibility to include courses in our local General Education pattern that are not approved for CalGETC inclusion. This proposal came out of discussions and considerations in the Task Force that were strongly informed by Guided Pathways considerations. One of the 5 members of the Task Force was the Guided Pathways Director so that the committee would be properly informed about the student impacts.

8. MDC
Work to outline and identify the Ethnic Studies language used by the ASPC in AP4125.

**Goal 5.
Strategic Planning
5.1 EMP Oversight
Committee Creation
Recommendation**

- Senate and Senate Leadership
1. Recommendation by the Senate from 2022/2023 the creation of an EMP oversight committee in leadership meetings. This was brought to the Expanded Cabinet. The IR Director re-configured the IEC to engage this activity to track and document college wide efforts to actualize the EMP.
 2. Recommended through leadership meeting a vehicle for faculty that supports innovative teaching methods.
In process
 3. Attend IEC Strategic Planning Oversight Retreat.
Senate Vice President
 4. Recommended a Future of Learning structure within Expanded Cabinet to review proposals. In process
 5. Facilitated norming session at Strategic Planning Retreat.

- Curriculum Committee
6. The proposed revisions to the GE Directive allow for the kind of nimbleness and adaptability the EMP calls for.
 7. There is a proposed change to the Curriculum Committee by-laws that call for a member to be a “mentee” who will agree to assume the chair position in a future term. This will allow for nimbleness and adaptability in the sense that this position

- EMP Initiative #5
Pursue the Future of Learning
- EMP Initiative #3
Creating a More Nimble and Adaptable Institution through Strategic Planning

will allow for a more clear establishment of Chair succession and will create several faculty members who will possess the detailed knowledge to assume the Curriculum Committee chairship in the future. The Senate President will encourage mentoring to be included in all bylaws for purposes of succession.

ASPC

8. Revisions of AP4020 and AP4021 “baked in” references to the EMP to link program initiation, revision, suspension, and discontinuation with EMP goals.