

De Anza College

Office of Equity Program Review – Annual Update Form

1. Briefly describe how your area has used the feedback from the Comprehensive Program Review provided by RAPP members (if unsure, request the feedback form from your dean/manager).

The Office of Equity (OE) is working with the division, the strategic planning-equity committee, the Equity Action Council and other campus stakeholders through the strategic planning initiative teams and the implementation teams to address the timeline and assessing the impact of equity initiatives across the campus. Along with senior staff, a comprehensive spreadsheet of the campus' progress towards meeting the 7 key factors listed in the Equity Plan Re-Imagined. Through this process specificity of goals and objectives for the OE are being refined. The Strategic Initiative Team- Equity Plan Re-Imagined advances the equity framework in alignment with the EMP, developing department or area equity plans, using program review to developing plans for addressing equity gaps. Team members: Sam Bliss, Sal Breiter, Adriana Garcia, Michelle Hernandez (co-leader), Adrienne Hypolite (co-leader), Shaila Ramos-Garcia. (<https://www.deanza.edu/strategic/initiative-teams.html>)

2. Describe any changes or updates that have occurred since you last submitted program review (comprehensive program review [submissions](#))

The EO continues to search for a Faculty Coordinator-Equity as approved in the 2023-2024 with two failed searches. The job description has been revised and advertised, winter 2025. Administrative assistance in the Student Success and Retention Services area allowed for designated administrative support in the dean's office.

With the transition within the White House the DEIAB work and ultimately the Equity & Engagement Division is subject to increased scrutiny, possible financial deficits, policy changes and restrictions that directly impact students at De Anza. During this time of uncertainty we continue to monitor the situations and remain vigilant in the pursuit of meeting student's needs as a student ready office and division.

3. Provide a summary of the progress you have made on the goals identified in your last program review (as included in the comprehensive program review).

From the initiative teams action plans, integrated plans were developed and implementation teams were formed by the College Planning Committee. The goal and action plans assist in driving the EO work.

- The EO has worked with a campus task force to create an **equity rubric** that is now being shared with the campus.

- In partnership with the Office of Professional Development, the EO is sharing culturally specific data, high engagement strategies and lived experiences with the campus stakeholders in series of 90 min **Partners in Learning** workshops (2024-2025) To assess equitable practices, the planning team is collecting qualitative data to share with the campus in 2025-2026.
 - Open dialog has emerged and persisted for the Jewish American student community resulting in improved communication, the development of the Jewish Student Association, an exhibit installation commemorating the loss of lives from October 7, 2023, and other relevant events and activities.
 - With support of the Office of Professional Development, the OE is shepherding proven high engagement strategies and practices onto campus through **AVID** (Advancement via Individual Determination) to increase students' capacity for critical thinking and faculty's capacity to connect with students at all levels of learning and abilities.
 - The EO implemented the district-wide **National Coalition Building Institute** showcase and the train-the-trainer institute in winter and spring 2024. Nine (9) college professionals participated in the training. Unfortunately, due to extenuating circumstances the contract was not renewed.
 - The **Women's Advisory Council** was established to craft a plan to reinvigorate support specific to the empowerment of women on campus.
 - The EO collaborated with institutional research to complete the Student Equity and Achievement Plan (**SEAP**) **Report**, December 31, 2024. The report for 25-28 is due November 30, 2025.
 - The program specialist-equity facilitates, and collaborates with multiple departments, areas and stakeholders to produce events and activities that foster cross cultural awareness and cultural humility for a vast array of communities on campus. [Office of Equity Academic Calendar of Events.docx](#)
4. If your goals are changing, use this space to provide rationale, or background information, for any new goals and resource requests that you'll be submitting that were not included in your last program review.

Not Applicable

5. Describe the impact to date of previously requested resources (personnel and instructional equipment) including both requests that were approved and were not approved. What impact have these resources had on your program/department/office and measures of student success or client satisfaction? What have you been able to and unable to accomplish due to resource requests that were approved or not approved?

The greatest impact from resource allocations for the EO have yet to be realized. Once the Faculty Coordinator-Equity position is filled, the trajectory of the workload with campus stakeholders will increase and the efficacy for which the Office is able to mitigate the goals will increase. In lieu of that, the dean is striving to navigate the role's responsibilities to move initiatives forward.

6. How have these resources (or lack of resources) specifically affected disproportionately impacted students/clients?

Not Applicable

7. Refer back to your Comprehensive Program Review under the section titled Assessment Cycle as well as the SLO website (<https://www.deanza.edu/slo/>) for instructional programs. In the table below provide a brief summary of one learning outcome, the method of assessment used to assess the outcome, a summary of the assessment results, a reflection on the assessment results, and strategies your area has or plans to implement to improve student success and equity. If your area has not undergone an assessment cycle, please do so before completing the table below.

Table 1. Reflection on Learning Outcomes (SLO, AUO, SSLO)

Learning Outcome (SLO, AUO, SSLO)	Not Applicable
Method of Assessment of Learning Outcome (please elaborate)	Not Applicable
Summary of Assessment Results	Not Applicable
Reflection on Results	Not Applicable
Strategies Implemented or Plan to be Implemented (aka: enhancements)	Not Applicable

Done? Please email this form to your dean/manager.

8. Dean Manager Comments:

The Office of Equity has shown commendable progress in implementing the Equity Plan Re-Imagined, enhancing its strategic approach through collaboration with various campus stakeholders. This engagement is critical as it ensures that our equity efforts are both comprehensive and aligned with the broader goals of De Anza College.

The persistence in revising and filling the Faculty Coordinator-Equity position highlights a proactive commitment to strengthening our equity framework. While the search has faced challenges, the ongoing efforts to secure the right candidate are vital for advancing our equity initiatives effectively.

The Office's adaptability in response to changing political and financial landscapes, particularly with shifts in the White House, demonstrates a resilient and responsive approach to maintaining and enhancing support services for our students during uncertain times.

Significant accomplishments include the development of an equity rubric and the successful delivery of culturally responsive workshops, which have fostered open dialogue and built stronger community connections. These initiatives not only enhance our campus climate but also ensure that we are addressing the nuanced needs of our diverse student body effectively.

However, the full potential of these resources has yet to be realized, pending the successful appointment of the Faculty Coordinator-Equity. Filling this position will undoubtedly catalyze our efforts, increasing the efficacy and reach of our equity work.

Continued vigilance and proactive engagement in adapting to new DEIAB regulations and potential financial constraints will be crucial. As we move forward, it is imperative that the Office of Equity continues to refine its strategies and enhance its operational framework to ensure that it remains responsive to both the needs of our students and the evolving educational landscape.

Overall, the Office of Equity is well-positioned to make significant impacts in advancing equity at De Anza College. The dedication to continuous improvement and alignment with strategic college goals promises further success and enhanced support for our student community.