

## De Anza College

### Office of Equity Program Review-Annual Update Form **(REVISED)**

- 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 (EPR) has been established. Through this process, specificity of goals and objectives for the OE are being reviewed and 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. Progress 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>)

Through the process listed above and the feedback from RAPP the Office of Equity set the equity rubric, equity mapping project and strategically engaging students in the equity work on campus. The equity rubric championed by a task force of individuals from the strategic planning process worked collaboratively to construct an equity rubric that is currently being vetted across the campus in shared governance spaces along with the affinity groups. In summer 2024, a spreadsheet tool was shared with members of the campus to collect progress towards the strategic plans and equity plan reimaged. Constituency groups shared and discussed with their members and all updated were collected in winter 2025. The outcomes are slated to be shared in spring 2025. To assist with the collection of information MS Form was created as a companion tool to collect information long term.

In response to the RAPP feedback, engaging students in equity work on campus took the form of including student stories and lived experiences in the Partners in Learning-Equity Series. Students from respective DI groups were intentionally invited to be a part of the conversations on data and high engagement practices. Additionally, the OE purposefully includes student interns and office assistants in the planning and implementation of OE sponsored programming to ensure meaningful content that is relevant and impactful.

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

The OE 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. The recruitment closes on March 31 and the committee is eager to move forward. Not having this

position filled impacts the OE's ability to fully engage in collaborative professional development with the Office of Professional Development and other faculty-focused matters.

The Administrative assistant position in the Student Success and Retention Services area was filled, allowing for designated administrative support in the dean's office. This has contributed to increased stability, support and consistency within the Dean's office. The administrative assistant provides support to the division as a whole. Their expertise in process, procedures and people is a great asset, providing continuity and resource management in support of other assistants throughout the division.

With the transition within the White House, the DEIAB work and the Equity & Engagement Division are 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. Clarifying our mission, supporting all students and supporting equity efforts across the campus continues to be at the forefront of the work that we do in consultation and collaboration with campus and community stakeholders.

Through the work with the HEFAS office, a dedicated counselor was approved to support undocumented students in completing their educational goals within the guidelines of the current laws and regulations. Funding to the B Budget was increased by \$60,000 to provide increased support and programming for 2024-2025 along with a commitment of \$40,000 more for the 2025-2026 fiscal year. These funds will help augment the existing budget to allow for fellowships that support the livelihood and career development of undocumented students.

### **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 Equity Plan Reimagined work.

#### **Goal 1: Equity Mapping**

- The OE has worked with a campus task force to create an equity rubric that is now being shared with the campus. The equity rubric outlines the equity values of the institution and is a tool for campus personnel and planning committee to assess the alignment of their programming along with invited guests, companies and organizations are shared.
- The [De Anza College Equity Plan Progress Tracker Updated.xlsx](#) was developed as a tool to track progress towards the Equity Plan Re-Imagined. It is organized by the 7 Key Factors and collects status, progress, next steps, timeline and who is responsible for the activities of the Factors.
- The OE is collaborating with institutional research and area deans to complete the Student Equity and Achievement Plan (SEAP) Report, December 31, 2024. The new plan for 25-28 is due November 30, 2025. The equity mapping projects will be influential in

the composition of the SEA plan and the advancement of progress towards closing achievement gaps for DI groups.

**Goal 2: Support division in establishing Core Equity Committees that focus on student voices and lived experiences**

- 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 6 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.
- In Fall of 2024, a partnership was forged with AVID for Higher Education and the Office of Professional Development to initiate professional development that focuses on high engagement strategies and practices to meet the needs of all students.
- The OE 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 program coordinator-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](#)

**Goal 3: Women's Resource Center**

- The Women's Advisory Council was established to craft a plan to reinvigorate support specific to the empowerment of women on campus.

**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.**

The Associate Vice President of Instruction is working on a design for a division level program review that will guide and inform future goals.

**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 impact from resource allocations for the OE has 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.

The Faculty Coordinator-Equity will provide equity-minded leadership and expertise.

- Develop and implement anti-racist, anti-oppressive, harm reducing trainings and creative programming such as in-services, events, individual consultations in community with administrators, faculty, staff, and students
- Collaborate with shared governance and leadership bodies to develop culturally responsive, equitable, and transformative curriculum for faculty, learning communities, campus departments, and divisions, integrating equity-minded practices into curriculum development and instructional delivery in partnership with faculty and staff.
- Develop, coordinate, implement, and conduct professional development workshops focused on equitable practices in collaboration with the Office of Professional Development Coordinator and Faculty Coordinator in Online Education, providing opportunities to enhance faculty and staff's understanding of equity issues and culturally responsive teaching strategies.
- Coordinate, with the institutional research office, assessment activities to measure the effectiveness of equity initiatives and identify areas for improvement.

These are items that have only marginally been addressed without the benefit of the faculty coordinator. Coordinating offices are carrying the brunt of the workload and responsibility of the above priorities of the position. The Office of Equity's program coordinator has been instrumental in producing student-facing programming.

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

The resources were allocated sufficiently; however, the search process has failed twice to yield a successful candidate. The recruitment closed on March 21, 2025 and the selection process is in progress.

The College's slow response to the Board of Governor's approval of Title V changes that require evidence of DEIA in the Course Outline of Record is an example of how disproportionately impacted students have been impacted.

**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.**

Currently, the Office of Equity Learning Outcomes (SLO, AUO, SSLO) have not been developed. On the advice from the RAPP feedback and in collaboration with the faculty coordinator, once

hired, and other Equity Office staff we will develop area outcomes with assessment, summary, reflections and strategic plans.

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

**8. Dean/Manager Comments:**

The Office of Equity (OE) has made commendable strides this cycle, particularly in advancing institutional alignment through the Equity Plan Re-Imagined. The development and campus-wide vetting of the equity rubric, the creation of the equity progress tracker, and the intentional engagement of students in the Partners in Learning series are all significant accomplishments that reflect a maturing integration of equity goals across programs and services. These tools offer meaningful frameworks for accountability and foster a campus culture where equity is everyone's responsibility. Additionally, the collaboration with Institutional Research and other campus stakeholders to inform the forthcoming SEA Plan demonstrates the Office's strong alignment with strategic priorities.

The continued expansion of culturally responsive professional development, including the partnership with AVID for Higher Education, and the visible support for underrepresented communities, such as the emerging Jewish Student Association, further reflect the Office's responsiveness and adaptability. The inclusion of student interns in programming is another promising practice that should be expanded, as it meaningfully integrates student voices and leadership development.

The Office still faces critical challenges that must be addressed to maximize its impact. Chief among these is the unfilled Faculty Coordinator-Equity position, which has delayed the full implementation of professional development initiatives and curricular integration of equity practices. While progress is being made, securing this role remains urgent. Additionally, the lack of established student learning outcomes and assessment cycles limits the Office's ability to fully measure impact and inform continuous improvement. This will be prioritized in the coming cycle, in partnership with equity staff and the new faculty coordinator once hired.

Overall, the Office of Equity continues to be a cornerstone of De Anza's equity infrastructure. With the right staffing and continued focus on assessment and institutional integration, the Office is well positioned to accelerate its impact in the 2025–28 cycle.