

USC Center for Urban Education  
Recommendations:

## Large Take Aways

“The focus of its **activity metric** was **race neutral**. In other words, racially minoritized groups were never identified as a focus in the metrics. In the same manner, the **activity descriptions** were not race-specific and thus never explicitly identified which students they were focusing on and how they were specifically addressing the equity gap for these students. The **plan** needs to align its activities with its executive summary. It also needs to be more intentional about **using race-specific language** in its activities.” —*Community College Expert Reviewer*

### **CUE Recommendations:**

1. Adopt **equity-minded language**, including operationalizing a **definition of equity** for the college.
2. Clearly **delineate different types** of activities and goals (e.g, capacity-building, programs, etc.) rather than discussing numerous types of activities under the same goal.
3. Create equity activities that explicitly **align** the race-specific metrics to race-specific activity descriptions.
4. Work to incorporate more **classroom-focused** equity efforts and **engage instructional faculty**.
5. Focus on specific **racially minoritized** student populations rather than on all students.
6. Include **equity-minded inquiry** as a strategy to better understand inequities.
7. Include **transfer-specific** equity activities.

Note-The take aways listed here are ONLY based on what was submitted via NOVA, June 2019 and the content of the executive summary. It does not reflect other strategic planning documents.