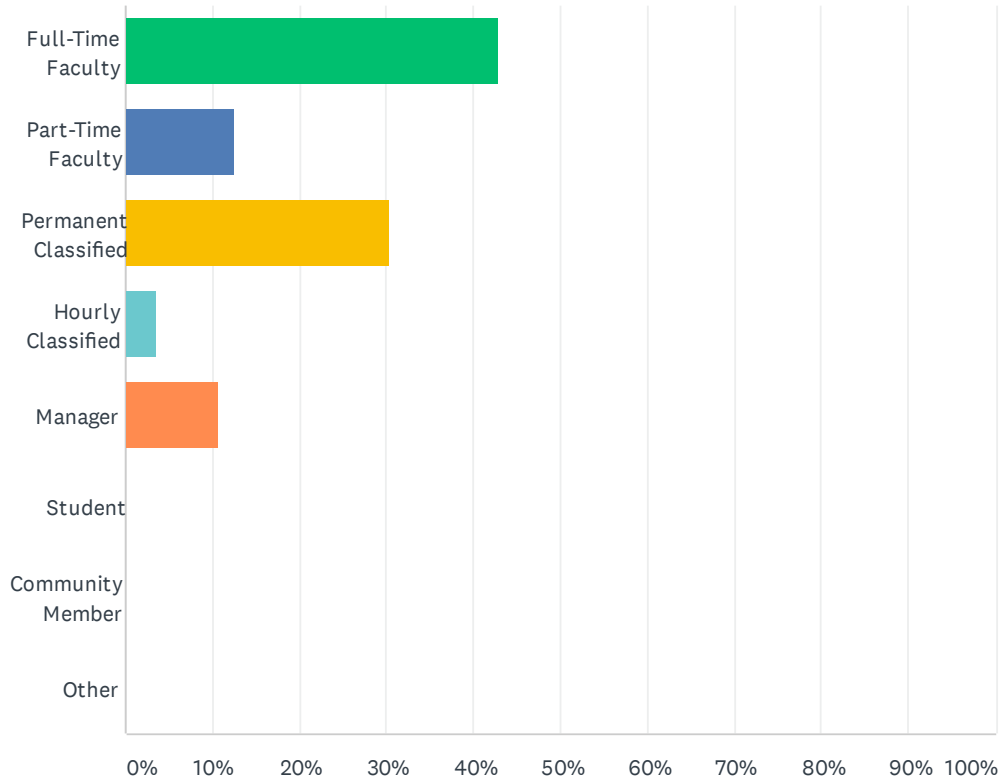


# Q1 What's your role at CCC?

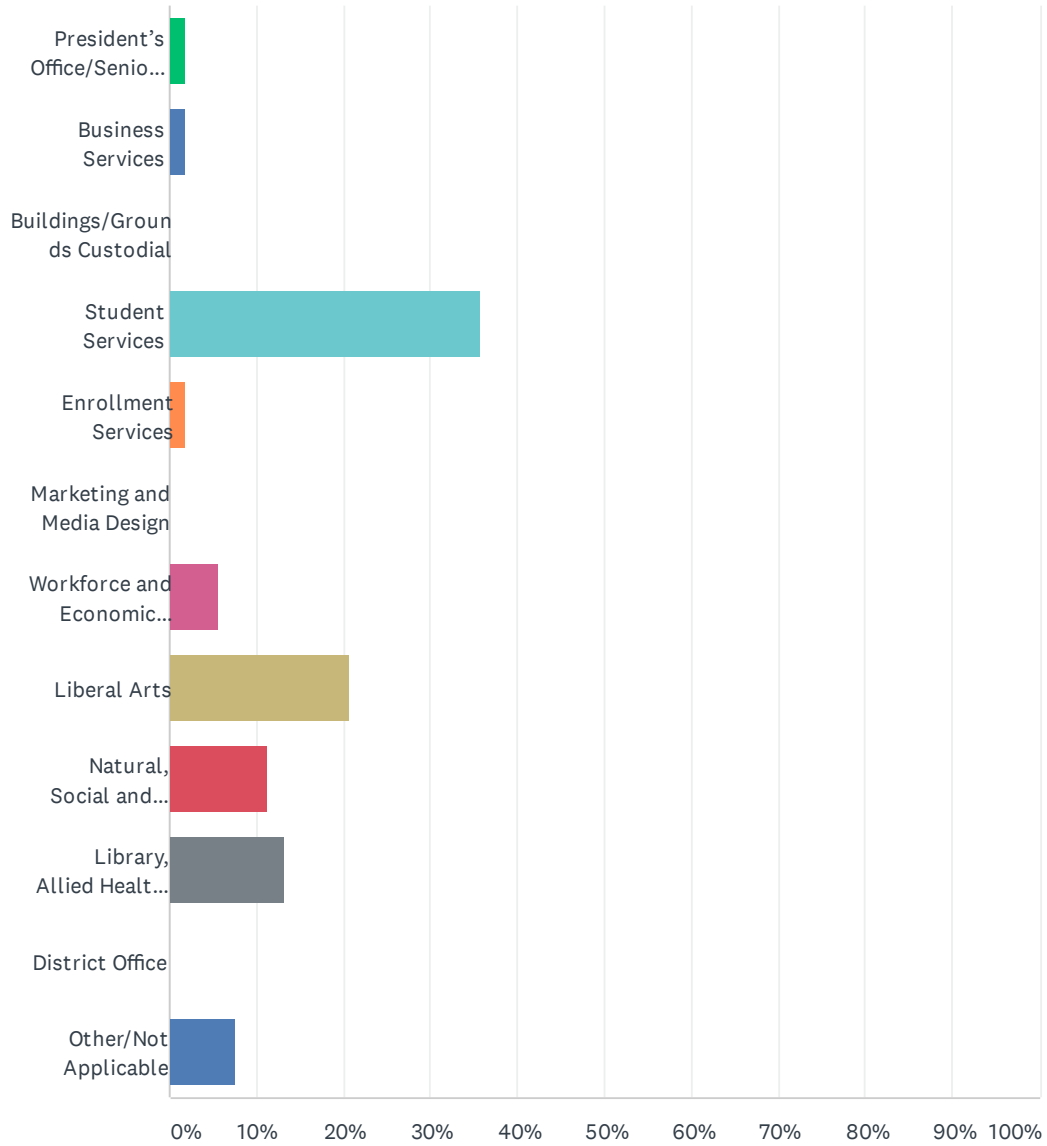
Answered: 56 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-Time Faculty	42.86%	24
Part-Time Faculty	12.50%	7
Permanent Classified	30.36%	17
Hourly Classified	3.57%	2
Manager	10.71%	6
Student	0.00%	0
Community Member	0.00%	0
Other	0.00%	0
<b>TOTAL</b>		<b>56</b>

## Q2 What Division/Group are you associated with?

Answered: 53 Skipped: 3



ANSWER CHOICES	RESPONSES	
President's Office/Senior Administration	1.89%	1
Business Services	1.89%	1
Buildings/Grounds Custodial	0.00%	0
Student Services	35.85%	19
Enrollment Services	1.89%	1
Marketing and Media Design	0.00%	0
Workforce and Economic Development	5.66%	3
Liberal Arts	20.75%	11
Natural, Social and Applied Sciences	11.32%	6
Library, Allied Health, Vocational Education, and Athletics	13.21%	7
District Office	0.00%	0
Other/Not Applicable	7.55%	4
<b>TOTAL</b>		<b>53</b>

Q3 Vision: Contra Costa College strives to provide a high-quality education that transforms student lives in an atmosphere that celebrates diversity, community, and innovation. Would you like to propose any changes to the Vision Statement?

Answered: 30 Skipped: 26

#	RESPONSES	DATE
1	Contra Costa College strives to provide a high-quality, affordable education that transforms student lives in an atmosphere that celebrates and supports diversity, community, and innovation.	4/21/2020 12:38 PM
2	no	4/21/2020 9:53 AM
3	no, it looks good	4/21/2020 9:24 AM
4	add equity!	4/20/2020 4:06 PM
5	Good!	4/20/2020 2:29 PM
6	No	4/20/2020 2:05 PM
7	none	4/20/2020 1:49 PM
8	Not at this point	4/20/2020 1:44 PM
9	Contra Costa College is a institution of higher education that provides high-quality programs and services to transform student lives in an atmosphere that celebrates diversity, community, and innovation.	4/20/2020 1:42 PM
10	'and prepares them for the future.' (Add this after 'transforms student lives'.)	4/20/2020 1:32 PM
11	No. It is great.	4/20/2020 1:22 PM
12	No, seems good.	4/20/2020 11:30 AM
13	No	4/19/2020 3:20 PM
14	No	4/19/2020 2:27 PM
15	no	4/16/2020 11:57 AM
16	I would add "in a safe atmosphere" that celebrates diversity, community and innovation.	4/16/2020 10:01 AM
17	I would add collaboration.	4/15/2020 4:51 PM
18	No	4/15/2020 10:50 AM
19	No, it's fine as long as we actually try to live up to it.	4/14/2020 4:02 PM
20	no	4/14/2020 2:32 PM
21	No, I like it	4/14/2020 2:29 PM
22	Education that transforms the community, one life at a time. .	4/14/2020 2:28 PM
23	in an atmosphere that celebrates academic achievement, diversity, community, and innovation.	4/14/2020 12:24 PM
24	None	4/14/2020 11:21 AM
25	No	4/14/2020 10:41 AM
26	Beautiful!	4/14/2020 9:10 AM
27	Yes, if you do not follow that vision statement	4/14/2020 8:06 AM
28	Nothing	4/14/2020 7:13 AM
29	Adding the word "creativity" would improve it and make it sound less corporate.	4/13/2020 10:29 PM
30	Remove the term strives	4/13/2020 8:14 PM

Q4 Mission: Contra Costa Collage is a public community college serving the diverse communities of West Contra Costa County and all others seeking a quality education. The college fosters a transformational educational experience and responsive services that ensure effective student learning and Institutional effectiveness by equitably committing its resources using inclusive and integrated decision-making processes. Contra Costa College offers associates degrees and certificatesWould you like to propose any changes to the Mission Statement?

Answered: 30 Skipped: 26

#	RESPONSES	DATE
1	Contra Costa College is a public community college serving the diverse communities of West Contra Costa County and all others seeking an affordable and quality education. The college fosters a transformational educational experience and responsive services that ensure effective student learning and Institutional effectiveness by equitably committing its resources using inclusive and integrated decision-making processes. Contra Costa College offers associates degrees and certificates.	4/21/2020 12:38 PM
2	no	4/21/2020 9:53 AM
3	I would remove the 'a' in the second sentence and change to 'transformational educational experiences and responsive services'. As is, the first phrase is in the singular and the second in the plural. To limit the length of the last sentence, I'd either stop at equitably committing its resources or leave out the word equitably and say 'by committing its resources using equitable and integrated decision-making processes'. Also, add the associate and transfer degrees and certificates.	4/21/2020 9:24 AM
4	too much effectiveness	4/20/2020 4:06 PM
5	I think the end is cut off. If not, it ends rather abruptly.	4/20/2020 4:06 PM
6	Good!	4/20/2020 2:29 PM
7	No	4/20/2020 2:05 PM
8	The last sentence is very disjointed and incomplete. Did it get cut off? CCC offers associates degrees and certificates.... as responsive solutions to area industry needs while also preparing students for transfer to four year institutions. ?	4/20/2020 1:49 PM
9	Not at this point	4/20/2020 1:44 PM
10	(Replace 'and certificates' with) "\that prepare students for the workplace, as well as future education, and certificate programs that provide essential and in-demand work skills.'	4/20/2020 1:32 PM
11	You need a period at the end.	4/20/2020 1:22 PM
12	No, seems good.	4/20/2020 11:30 AM
13	No	4/19/2020 3:20 PM
14	It's good as in internal mission statement. Less so for community members.	4/19/2020 2:27 PM
15	Add transfer preparation (in addition to associate degrees and certificates) to options offered at CCC.	4/16/2020 11:57 AM
16	Contra Costa College is a public community college serving the diverse communities within West Contra Costa County. CCC creates and fosters a transformational educational experience by ensuring effective student learning and institutional effectiveness by equitably committing its resources using inclusive and integrated decision making processes. CCC offers Associate Degrees as well as Certificates of Achievement.	4/16/2020 10:01 AM
17	i would add that we also teach students for transfer to the university (in the last sentence)	4/15/2020 4:51 PM
18	The last sentence feels tacked on and like it was stopped short. Perhaps it could say something about the type pf degrees and certificates or offers over (number amount) of various associates degrees and certificates.	4/15/2020 10:50 AM
19	Omit the last sentence. Otherwise integrate it in the first sentence and include 4 year college transfer as well.	4/14/2020 8:33 PM
20	No, it's fine as long as we actually mean it and follow up with actions that support it.	4/14/2020 4:02 PM
21	Last sentence change: Contra Costa offers associate degrees, certificates, transfer preparation, life-long learning , and career education opportunities.	4/14/2020 2:32 PM
22	No. It is clear and concise.	4/14/2020 2:29 PM
23	Meeting each person where they are; helping every person become their most amazing self.	4/14/2020 2:28 PM
24	Contra Costa College is a public community college serving the diverse communities of West Contra Costa County and all others seeking a quality education. The college fosters a	4/14/2020 12:24 PM

transformational educational experience and responsive services that ensure effective student learning by committing its resources equitably, using inclusive, integrated decision-making processes. The college offers certificates, associate degrees, and associate degrees for transfer.

25	None	4/14/2020 11:21 AM
26	no	4/14/2020 10:41 AM
27	Contra Costa "college" (not collage) is a public community college offering associate degrees and certificates to the diverse communities of WCCC and all other, etc. I think the statement should end at effective student learning. (Student learning is our Mission! The other stuff is how we do it not Mission)	4/14/2020 9:10 AM
28	Yes, if you do not follow that vision statement	4/14/2020 8:06 AM
29	Maybe include something about transfers	4/14/2020 7:13 AM
30	The word responsive is weak. Active, proactive or words that demonstrate action are stronger.	4/13/2020 10:29 PM



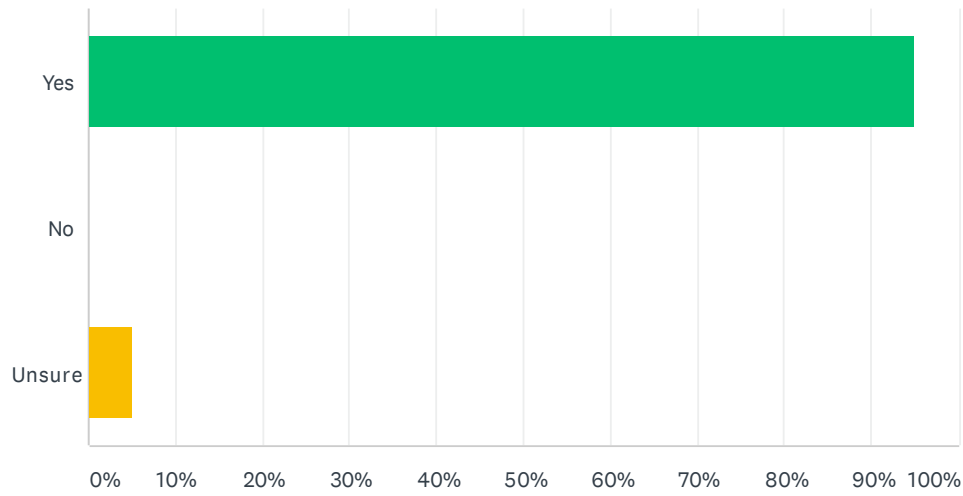
Q5 Values: Contra Costa College's commitment to its mission derives strength and guidance from institutional values. As a community of educators, we value: GROWTH to help students learn and to improve the economic and social vitality of communities through education; DIVERSITY of opinions, ideas and peoples; FREEDOM to pursue and fulfill educational goals in an environment that is safe and respectful for all students, all faculty, all classified staff, and all managers alike; and INTEGRITY in all facets of our college interactions and operations. Would you like to propose any changes to the Values Statement?

Answered: 25 Skipped: 31

#	RESPONSES	DATE
1	GROWTH to help students learn and to improve the economic and social vitality of communities through education and the sharing of ideas;	4/21/2020 12:38 PM
2	no	4/21/2020 9:53 AM
3	The values statement is good.	4/21/2020 9:24 AM
4	change classified staff to classified professionals	4/20/2020 4:06 PM
5	No. This is good.	4/20/2020 2:29 PM
6	No	4/20/2020 2:05 PM
7	None	4/20/2020 1:49 PM
8	Not at this point	4/20/2020 1:44 PM
9	Add 'beliefs, perspectives' to diversity, just before 'and peoples'. (People should be free to believe as they will, and diversity of perspectives is crucial to understanding.)	4/20/2020 1:32 PM
10	Looks fine.	4/20/2020 1:22 PM
11	No, seems good.	4/20/2020 11:30 AM
12	No	4/19/2020 3:20 PM
13	No.	4/19/2020 2:27 PM
14	no	4/16/2020 11:57 AM
15	GROWTH: we also help students grow intellectually and to be contributing members to our culture, not just about money (which is what it implies at the moment)	4/15/2020 4:51 PM
16	No	4/15/2020 10:50 AM
17	No, the values are fine, we just need to make sure we act on them.	4/14/2020 4:02 PM
18	no	4/14/2020 2:32 PM
19	No	4/14/2020 2:29 PM
20	ACHIEVEMENT to help students meet the demands of an ever changing world.	4/14/2020 12:24 PM
21	None	4/14/2020 11:21 AM
22	The word "managers" is a bit unclear.	4/14/2020 10:41 AM
23	We should include a value of Equity and Inclusion.	4/14/2020 9:10 AM
24	Yes, if you do not follow that vision statement	4/14/2020 8:06 AM
25	no	4/14/2020 7:13 AM

## Q6 Do you agree that the College should pursue this goal and its action items?

Answered: 40 Skipped: 16



ANSWER CHOICES	RESPONSES	
Yes	95.00%	38
No	0.00%	0
Unsure	5.00%	2
TOTAL		40

## Q7 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 3 Skipped: 53

#	RESPONSES	DATE
1	N/A	4/20/2020 1:51 PM
2	I caution saying "community cohesion" - you mean the College community, but external stakeholders might think you mean them if you are using this like this. Maybe College community cohesion	4/19/2020 2:34 PM
3	The college always follow state requirement first, students are next to last, then last it is community.	4/14/2020 8:32 AM

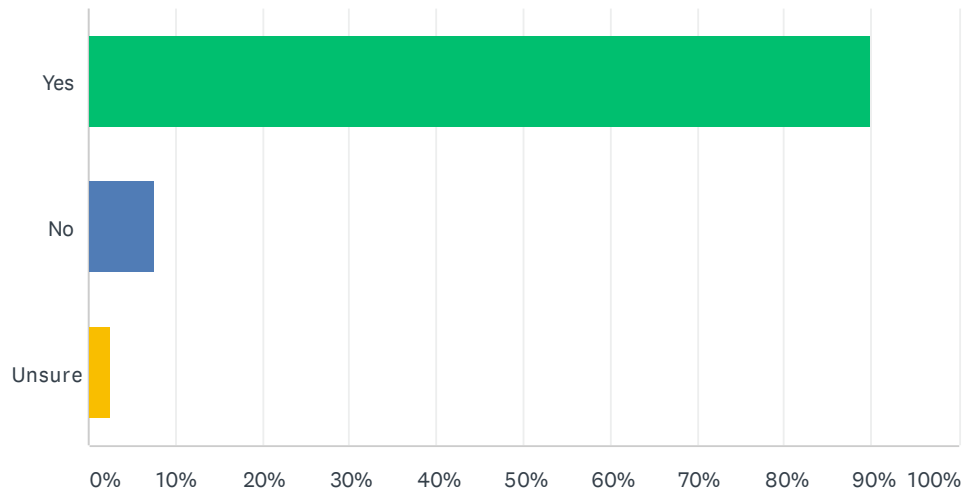
## Q8 Are there any action items you would like to add to this goal?

Answered: 12 Skipped: 44

#	RESPONSES	DATE
1	No	4/21/2020 12:43 PM
2	no	4/21/2020 10:00 AM
3	1.1.2: for ALL processes, including procedural instructions and forms. Well-organized/nested. Easy to navigate and find whatever one is looking for, including happiness.	4/20/2020 3:09 PM
4	No	4/20/2020 2:07 PM
5	Add Action Area 1.1.5. Annual review participatory governance to improve the participatory process. (We rarely get things right the first time.)	4/20/2020 1:57 PM
6	N/A	4/20/2020 1:51 PM
7	No, seems good.	4/20/2020 11:44 AM
8	Can we say anything about having a goal for more faculty to participate in shared governance?	4/15/2020 10:56 AM
9	Not just training, but ensure that all employees are encouraged to participate in college governance and that managers know that participation in governance is part of everyone's job description, and one that is equal in importance to the rest of their job. Management needs to build a culture where participatory governance is truly valued and people with diverse perspectives and roles on campus are encouraged to be part of it.	4/14/2020 4:16 PM
10	No	4/14/2020 2:43 PM
11	None	4/14/2020 11:23 AM
12	If the college always follow state requirements then you should add something that says with the state approval or following state requirements	4/14/2020 8:32 AM

### Q9 Do you agree that the College should pursue this goal and its action items?

Answered: 40 Skipped: 16



ANSWER CHOICES		RESPONSES	
Yes		90.00%	36
No		7.50%	3
Unsure		2.50%	1
TOTAL			40

## Q10 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 5 Skipped: 51

#	RESPONSES	DATE
1	Replace "the College Budget" with "Resource Allocation" Remove Action Area 1.2.2	4/20/2020 1:55 PM
2	N/A	4/20/2020 1:51 PM
3	Funding formula on hold again. You offer no justification of grant writer nor do you indicate who sets her/his agenda.	4/14/2020 3:22 PM
4	Not sure about hiring of a grant writer	4/14/2020 10:31 AM
5	I have not seen ...The CCC District provide any transparent budget setting and projecting process for any college to see or site where we any person can get that information	4/14/2020 8:32 AM

# Q11 Are there any action items you would like to add to this goal?

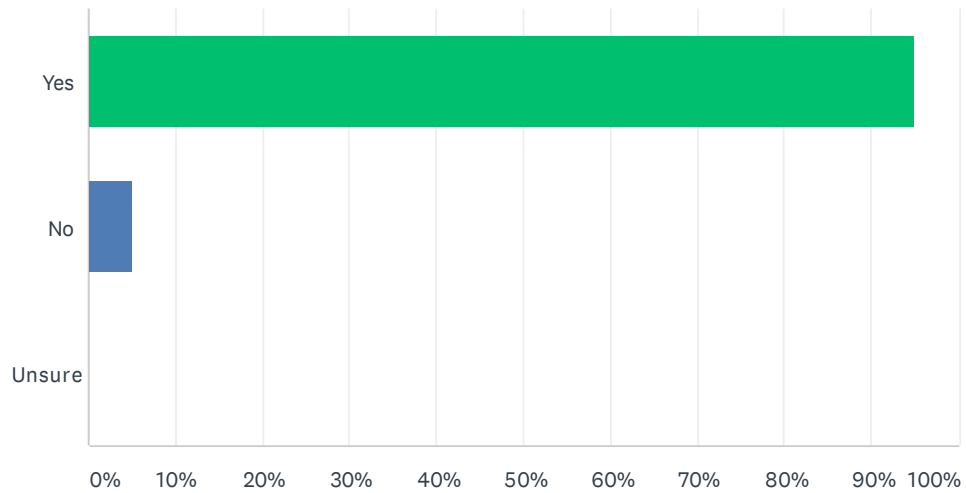
Answered: 16 Skipped: 40

#	RESPONSES	DATE
1	No	4/21/2020 12:43 PM
2	No. I think this looks great!	4/21/2020 10:00 AM
3	From a grammatical standpoint, change 'utilize' to 'use': What is the difference between Use and Utilize? • Use and utilize are words with similar meanings though use can be used in all situations, whereas utilize is made use of in certain situations only when you put to use something for a purpose unintended for. • We all know that a hockey stick is used to play hockey, but if you utilize the hockey stick to hit the thief, it clearly shows that you have used it for a purpose hitherto uncommon or unheard of. • One uses a pen, a car, an umbrella, shoes, a computer, and so on while you utilize these or any other items when you make unintended use of these items.	4/21/2020 9:45 AM
4	1.2.2: a grant writer and offer grant support	4/20/2020 3:09 PM
5	No	4/20/2020 2:07 PM
6	Action Area 1.1.4: Conduct the budget plan in an open and transparent way that strives to meet our mission, core values, short and long-term goals and objectives. (Begin with the ending in mind. Keep focused on the mission.)	4/20/2020 1:57 PM
7	Develop and implement a process for a comprehensive review of the College's programs and services	4/20/2020 1:55 PM
8	N/A	4/20/2020 1:51 PM
9	No, seems good.	4/20/2020 11:44 AM
10	If you are going to put "hire a grant writer" in here, then you should add the College Foundation here, too. Maybe add an Action Area here that states "continue to nurture the partnership between the College and the Foundation". It's a good fit here, esp since you're including the grant writer piece.	4/19/2020 2:34 PM
11	No	4/15/2020 10:56 AM
12	I would modify Action Area 12.1 to the following: Develop a comprehensive and transparent budget setting and 5 year projection process.	4/14/2020 2:43 PM
13	Ensure that there are clear, fair, and transparent processes for areas within the college to apply for funding for department initiatives.	4/14/2020 12:28 PM
14	None	4/14/2020 11:23 AM
15	Clarify budget approval process by establishing dates and necessary committee review.	4/14/2020 9:18 AM
16	Where is the community input? Where is the students input?	4/14/2020 8:32 AM



## Q12 Do you agree that the College should pursue this goal and its action items?

Answered: 40 Skipped: 16



ANSWER CHOICES		RESPONSES	
Yes		95.00%	38
No		5.00%	2
Unsure		0.00%	0
TOTAL	TOTAL		40

### Q13 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 3 Skipped: 53

#	RESPONSES	DATE
1	N/A	4/20/2020 1:51 PM
2	what is the difference between a recruitment program and a marketing program?	4/20/2020 1:25 PM
3	SEM is mostly fancy talk for anything and everything done to keep enrollment up enough to pay the bills. That really includes everyone that works at and/or cares about the College. Historically, however, SEM has been a kind of select/secret club that meets and acts independently of normal processes. We need to work out shared governance before we are ready to take on SEM.	4/14/2020 3:22 PM

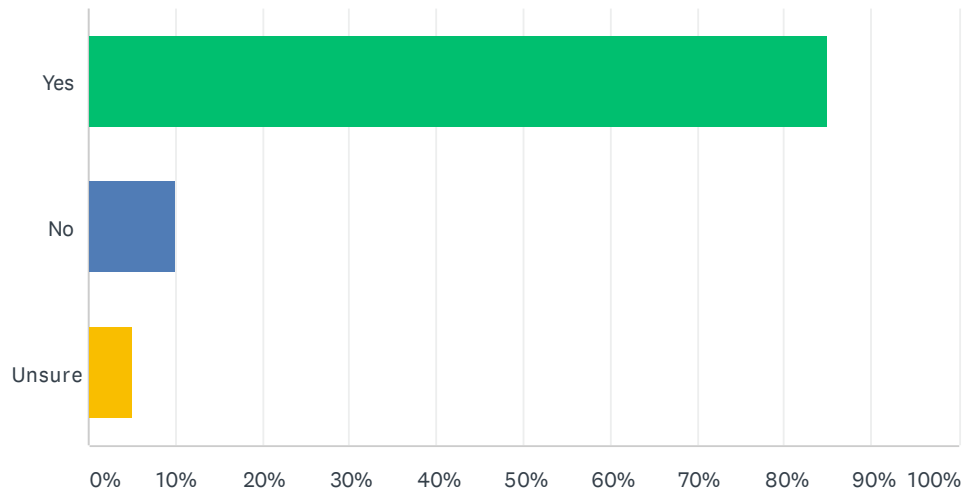
## Q14 Are there any action items you would like to add to this goal?

Answered: 10 Skipped: 46

#	RESPONSES	DATE
1	No	4/21/2020 12:43 PM
2	no	4/21/2020 10:00 AM
3	For consistency in phrasing, don't capitalize 'marketing' or capitalize other, similar words (like recruitment and retention)	4/21/2020 9:45 AM
4	Grow enrollments/FTES; offer more sections if they would fill	4/20/2020 3:09 PM
5	No	4/20/2020 2:07 PM
6	Action Area 1.3.6: Redevelop and strengthen the integrated support structure required to improve student retention, progress to degree, and graduation. (We need to support each other, and we need the support structure and supporting tools to carry this through together. (Succeed in concert, tin coordination, or fail alone.)	4/20/2020 1:57 PM
7	N/A	4/20/2020 1:51 PM
8	No, seems good.	4/20/2020 11:44 AM
9	No	4/15/2020 10:56 AM
10	None	4/14/2020 11:23 AM

### Q15 Do you agree that the College should pursue this goal and its action items?

Answered: 40 Skipped: 16



ANSWER CHOICES		RESPONSES	
Yes		85.00%	34
No		10.00%	4
Unsure		5.00%	2
TOTAL			40

## Q16 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 10 Skipped: 46

#	RESPONSES	DATE
1	I feel that "Recognize and support colleagues on campus" should be understood in any work climate, so I'm not sure if this is necessary to say or not.	4/21/2020 10:00 AM
2	Area 14.1 and 14.3 are redundant. 'The connection between daily work and the mission of the college' is vague and repeated twice--clarify the meaning here. Also, use periods to separate sentences and have an English professor make the capitalization consistent--accreditation people are likely very attuned to sentence structure, and the inconsistency is distracting. Clarify the meaning of 'Manage Faculty Resources'. Once clarified, would 'manage staff resources' also be relevant?	4/21/2020 9:45 AM
3	1.4.2 What does "Manage Faculty Resources" mean?	4/20/2020 3:09 PM
4	Remove "Manage faculty resources." The College should manage all its human resources, not just faculty.	4/20/2020 1:55 PM
5	N/A	4/20/2020 1:51 PM
6	What does "Action Area 1.4.2. Manage Faculty Resources" mean?	4/20/2020 11:44 AM
7	1.4.2 Clarification is needed for "Manage Faculty Resources." Does "faculty resources" refer to resources for faculty or faculty as a resource? In any case, can this action item be made more specific/explicit? For example, "Better organize faculty resources to facilitate high-quality instruction" or "manage faculty so as to improve morale and promote high-quality instruction and support." 1.4.3 Is the addition of "Clarify connections..." at the end an error? This same line is also in 1.4.1 1.4.6 Should the line "Improve cultural..." be a separate action item: 1.4.7?	4/19/2020 4:26 PM
8	1.4.5 BIG problem. Racism is off the charts at College and in 4CD. This is window dressing.	4/14/2020 3:22 PM
9	1.4.1 and 1.4.3 are the same. Use 1.4.3. I thought we removed 1.4.2? 1.4.6 should be broken into 2 part the 2nd part atarting with Foster cultural and global competence among students and employees.	4/14/2020 9:18 AM
10	Say what you mean. Do what the draft goal and/or action really says	4/14/2020 8:32 AM

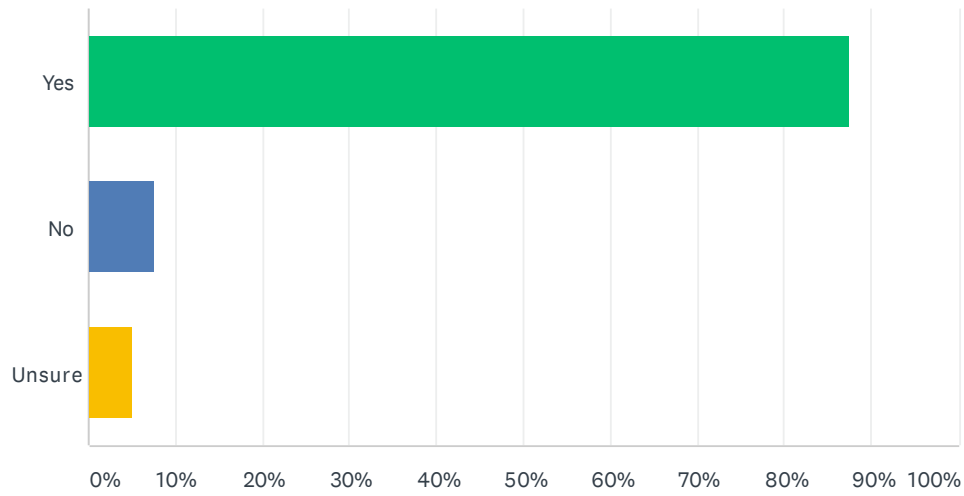
## Q17 Are there any action items you would like to add to this goal?

Answered: 14 Skipped: 42

#	RESPONSES	DATE
1	No	4/21/2020 12:43 PM
2	no	4/21/2020 10:00 AM
3	I would add cultural and personal humility--faculty need to be respectful and appreciative of staff knowledge and contributions. Add: Ensure that professional development and other campus activities are inclusive of staff.	4/21/2020 9:45 AM
4	No	4/20/2020 2:07 PM
5	Action Area 1.4.7. Develop, implement, and assess a program of activities and events that bring us together, developing and growing community within and across communities, as well as within and across administrative boundaries (faculty, staff, students, visitors, community at large). (It is good to talk about it, but it is better to do it.)	4/20/2020 1:57 PM
6	N/A	4/20/2020 1:51 PM
7	Clarify "Action Area 1.4.2. Manage Faculty Resources"	4/20/2020 11:44 AM
8	Depending on the meaning of 1.4.2, perhaps an additional action item about supporting faculty is needed, something like: "Invest in the addition of full-time faculty to improve program/department morale and ensure equitable instruction and support."	4/19/2020 4:26 PM
9	No	4/15/2020 10:56 AM
10	Deal explicitly with institutional racism at College and 4CD.	4/14/2020 3:22 PM
11	I do not have any additional action items but would like to suggest some changes: Action Area 1.4.3 : Establish shared understanding of who has which role on campus. (second part of sentence is similar to Action Area 1.4.1 Action Area 1.4.5: Improve cultural and global competence among students and employees. Embrace cultural humility and equity to create safety, collaboration and wellness spaces. Action Area 1.4.6. Ensure that students are pro-actively included in assessment and development of our campus culture so that it is student-centered.	4/14/2020 2:43 PM
12	Draft proposed professional development goals for all permanent positions and ensure funding and opportunities for development are made available in a fair, transparent fashion to all employees.	4/14/2020 12:28 PM
13	None	4/14/2020 11:23 AM
14	Hire from the community, reach out to students in the community, provide what the community wants in the college, put those tax dollars we get from the community in the college here in the community	4/14/2020 8:32 AM

# Q18 Do you agree that the College should pursue this goal and its action items?

Answered: 40 Skipped: 16



ANSWER CHOICES		RESPONSES	
Yes		87.50%	35
No		7.50%	3
Unsure		5.00%	2
TOTAL			40

## Q19 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 8 Skipped: 48

#	RESPONSES	DATE
1	Perhaps replace "brave" with "safe?"	4/21/2020 10:00 AM
2	I believe that we already embrace and showcase art and student celebrations. Maybe this item could be focused on encouraging more celebrations of uniqueness.	4/21/2020 9:45 AM
3	Remove or replace "brave" as a descriptor of space	4/20/2020 1:55 PM
4	N/A	4/20/2020 1:51 PM
5	The statement says "to further learning" but the only action items are to celebrate diversity.	4/15/2020 4:54 PM
6	You are putting the art before the real work. It's just more window dressing. Diversity can flourish only after anti-racism work has been done and done thoroughly. Racists are very comfortable with the concept of diversity because it skips past addressing all the racist crap that has gone down. Look at hiring, for example. 4CD data clearly shows bias against African Americans in hiring practices, except among classifieds. Address that effectively and for real and the diversity will flow. Put up a bunch of ethnic art, and the targets of racism will just be further pissed off.	4/14/2020 3:22 PM
7	add of our community to 1.5.1	4/14/2020 9:18 AM
8	Old diversity art was removed and not put back up We had the faces of CCC art in the cafeteria. Now it is gone. We had CCC staff pictures (group pictures) in some building now there gone	4/14/2020 8:32 AM



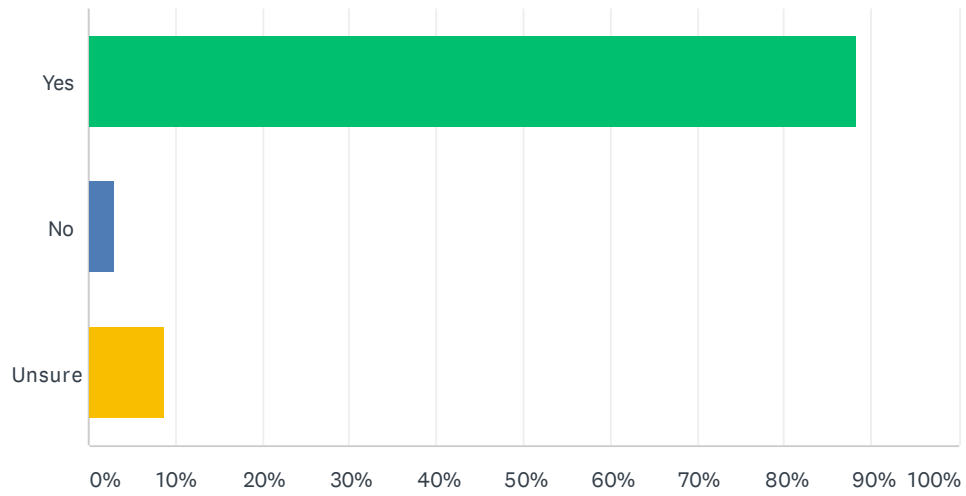
## Q20 Are there any action items you would like to add to this goal?

Answered: 13 Skipped: 43

#	RESPONSES	DATE
1	Provide space(s) for faculty and staff to share their creative endeavors.	4/21/2020 12:43 PM
2	no	4/21/2020 10:00 AM
3	If this item stands, add 'actively encourage understanding of different cultural traditions in shared forums'. For example, we once had a ChristmasHanaKwanzaa forum where people from three traditions explained the origins and meaning of their celebrations. Adding Ramadan and other holidays would enhance understanding--and that understanding creates celebration and safety for all.	4/21/2020 9:45 AM
4	No	4/20/2020 2:07 PM
5	Action Area 1.5.3. Develop a set of active, rotating art-spaces on campus to celebrate diversity, community, and support our mission to the students and community as a whole. (Diversity is a key component of a larger goal, community. We should have a rotating art-space, allowing us to continually re-focus on mission, value, goals and objectives. (I have seen rotating art-spaces in open spaces in Engineering buildings. Why not in all open spaces? Also, rotating art makes the art more noticed, more present, more current.)	4/20/2020 1:57 PM
6	N/A	4/20/2020 1:51 PM
7	Is it supposed to read "brave" spaces or "safe" spaces?	4/20/2020 1:50 PM
8	No, seems good.	4/20/2020 11:44 AM
9	Not exactly...just saying that the Foundation has talked about spending some money on the art for the College!	4/19/2020 2:34 PM
10	Beyond art pieces, CCC needs to have murals reflecting the histories and lived experiences of the students we serve and our surrounding CCC community inside and outside buildings.	4/16/2020 12:00 PM
11	Something to address the "to further learning" portion of the statement.	4/15/2020 4:54 PM
12	No	4/15/2020 10:56 AM
13	You are putting the art before the real work. It's just more window dressing. Diversity can flourish only after anti-racism work has been done and done thoroughly. Racists are very comfortable with the concept of diversity because it skips past addressing all the racist crap that has gone down. Look at hiring, for example. 4CD data clearly shows bias against African Americans in hiring practices, except among classifieds. Address that effectively and for real and the diversity will flow. Put up a bunch of ethnic art, and the targets of racism will just be further pissed off.	4/14/2020 3:22 PM

## Q21 Do you agree that the College should pursue this goal and its action items?

Answered: 34 Skipped: 22



ANSWER CHOICES		RESPONSES	
Yes		88.24%	30
No		2.94%	1
Unsure		8.82%	3
TOTAL			34

## Q22 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 4 Skipped: 52

#	RESPONSES	DATE
1	2.1.3: Provide intentional, equitable, and strategic student focused pathways support	4/20/2020 2:04 PM
2	Our biggest problem: so much more about how this is done than what you do. Look at how GP has been run so far. Cliquish, secretive, hierarchical, racist.	4/14/2020 3:37 PM
3	GP can leave students by the wayside who don't necessarily want a "goal" centered education or don't have the capacity to attain a "goal"	4/14/2020 10:34 AM
4	Goals to improve life skills are missing Goals to improve job skills are missing Goals to improve the condition the students live in are missing Goals to improve the community are missing	4/14/2020 8:46 AM

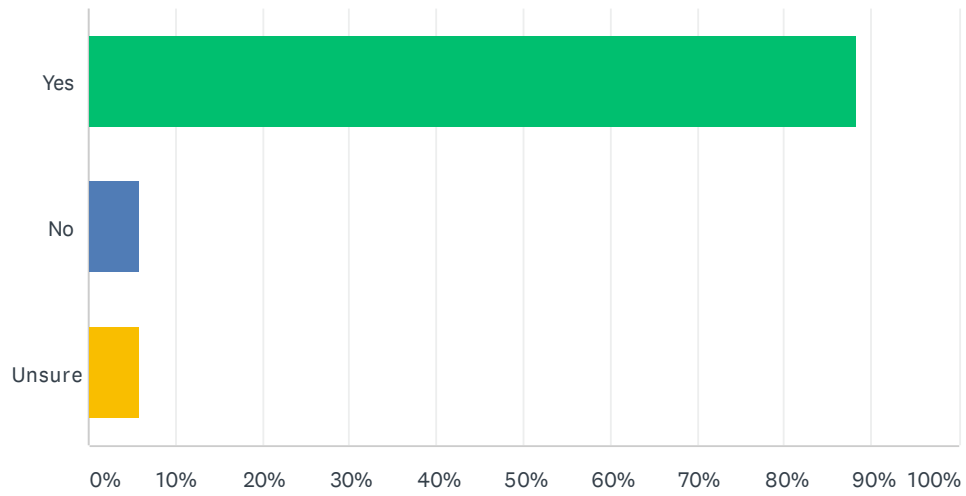
## Q23 Are there any action items you would like to add to this goal?

Answered: 7 Skipped: 49

#	RESPONSES	DATE
1	No	4/21/2020 12:46 PM
2	Create consistent pathway instructional flyers within each major area of study. (that might be a subset of Area 2.1.3)	4/21/2020 9:53 AM
3	no	4/20/2020 2:08 PM
4	In 2.1.3: Add integrated 'integrated academic and counseling' before 'pathway supports' (Again, work together, and use all tools at our disposal, in concert.)	4/20/2020 2:08 PM
5	No, seems good.	4/20/2020 11:50 AM
6	1) Ensure career exploration throughout pathways, and 2) Access to resources to develop equitable pedagogy within pathways	4/20/2020 11:44 AM
7	No	4/15/2020 11:03 AM

## Q24 Do you agree that the College should pursue this goal and its action items?

Answered: 34 Skipped: 22



ANSWER CHOICES	RESPONSES	
Yes	88.24%	30
No	5.88%	2
Unsure	5.88%	2
TOTAL		34

## Q25 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 1 Skipped: 55

#	RESPONSES	DATE
1	None of the steps explicitly and clearly connect to the stated goal, esp. re tying to every day work of College.	4/14/2020 3:37 PM

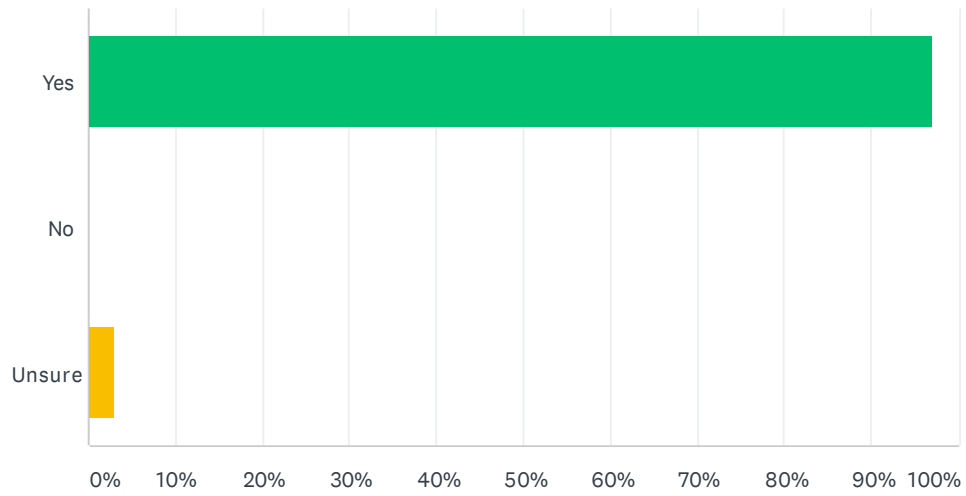
## Q26 Are there any action items you would like to add to this goal?

Answered: 11 Skipped: 45

#	RESPONSES	DATE
1	No	4/21/2020 12:46 PM
2	no	4/21/2020 10:07 AM
3	no	4/20/2020 2:08 PM
4	Action Area 2.2.5: Develop the supporting skill development needed to advance the elements necessary for program success. (We do this at DVC, and I both work and feel better because of this. Please don't let this key part get lost by saying 'it is implicit someplace else'. Make the entire process explicitly clear.	4/20/2020 2:08 PM
5	No, seems good.	4/20/2020 11:50 AM
6	Develop a better process for reviewing/validating program reviews and providing detailed feedback.	4/20/2020 11:44 AM
7	No	4/15/2020 11:03 AM
8	Ensure that the data collected in Program Review is actually the data needed for informing the work of the college, and make sure to design the Program Review process so that the data will be clear and easily assessed for use in college planning.	4/14/2020 4:19 PM
9	Connect explicitly or change it.	4/14/2020 3:37 PM
10	Research and hire an outside agency to conduct a baseline program review for the college, and then base future review efforts on their recommendations.	4/14/2020 12:31 PM
11	data how we are improving the condition in the community data on how we are improving the students living in the community	4/14/2020 8:46 AM

## Q27 Do you agree that the College should pursue this goal and its action items?

Answered: 34 Skipped: 22



ANSWER CHOICES	RESPONSES	
Yes	97.06%	33
No	0.00%	0
Unsure	2.94%	1
TOTAL		34



## Q28 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 1 Skipped: 55

#	RESPONSES	DATE
1	An early alert system will also be beneficial to improve the effectiveness of faculty and support programs communication.	4/21/2020 2:48 PM

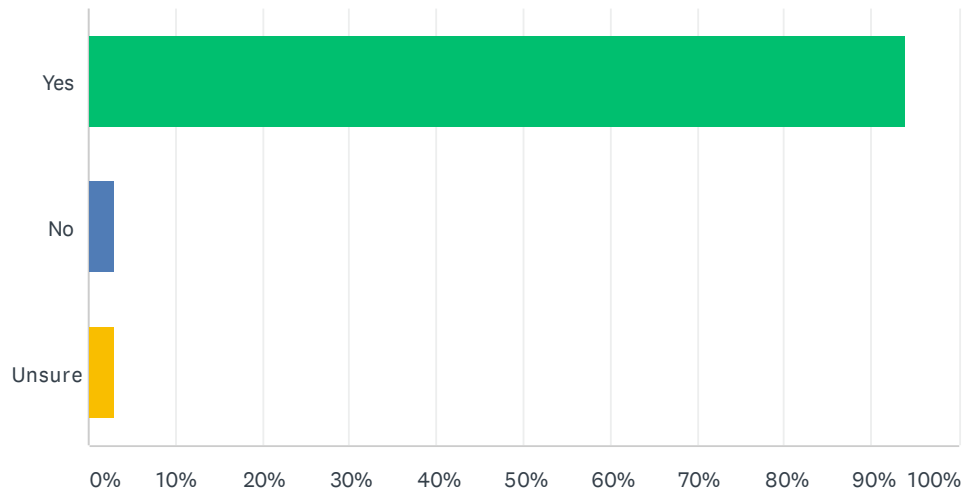
## Q29 Are there any action items you would like to add to this goal?

Answered: 12 Skipped: 44

#	RESPONSES	DATE
1	No	4/21/2020 12:46 PM
2	no	4/21/2020 10:07 AM
3	The first action item should be clarified. Does that mean that support programs make regular visits to classrooms or that syllabi contain student support information?	4/21/2020 9:53 AM
4	no	4/20/2020 2:08 PM
5	Action Area 2.3.4: Develop a needs based index of services to increase self-efficacy in addressing problems.	4/20/2020 2:08 PM
6	2.3.1 Collaborate across disciplines to ensure students have equitable access to support services through instruction	4/20/2020 2:04 PM
7	No, seems good.	4/20/2020 11:50 AM
8	Have more training to keep faculty informed about student support programs.	4/20/2020 11:44 AM
9	Gathering information to understand student needs to help them be a successful student, as well as striving to implement those services. ~ Unless we have something like this already	4/15/2020 11:03 AM
10	Just want to comment that I believe strongly in having intentional student support based on pathways.	4/14/2020 2:45 PM
11	Provide adequate budget and resources to implement effective instructional and student support	4/14/2020 9:22 AM
12	If you do not have any classes the community want or need, then how do you provide any support for what the students or community needs	4/14/2020 8:46 AM

### Q30 Do you agree that the College should pursue this goal and its action items?

Answered: 33 Skipped: 23



ANSWER CHOICES	RESPONSES	
Yes	93.94%	31
No	3.03%	1
Unsure	3.03%	1
TOTAL		33

### Q31 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 2 Skipped: 54

#	RESPONSES	DATE
1	Student support is strong on Student Services side.	4/14/2020 3:37 PM
2	Ensure adequate funding for staff for the most critical supports.	4/14/2020 12:31 PM

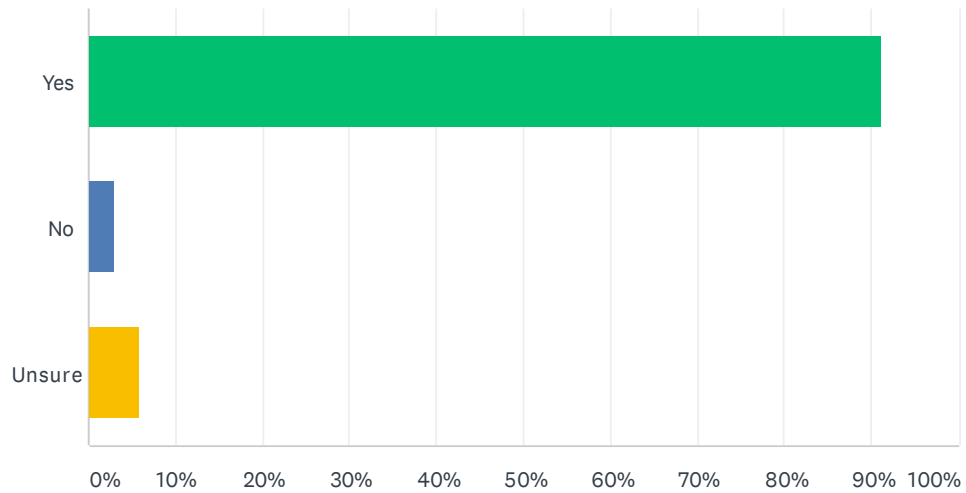
### Q32 Are there any action items you would like to add to this goal?

Answered: 9 Skipped: 47

#	RESPONSES	DATE
1	Improve financial support of professional development.	4/21/2020 12:46 PM
2	Area 2.4.1 is very similar to Area 2.3.3. Also, I would add that we should advertise access to student services across the campus	4/21/2020 9:53 AM
3	2.4.1 ...included on every Canvas shell. Clicking on the menu should bring up a click-able list of support options.	4/20/2020 3:19 PM
4	no	4/20/2020 2:08 PM
5	Action Area 2.4.8: Coordinate professional development programs across campuses to leverage institutional strengths across the CCCCD colleges.	4/20/2020 2:08 PM
6	I strongly support this one.	4/20/2020 11:50 AM
7	No	4/15/2020 11:03 AM
8	Cut this. Too many disparate goals already. We are doing well in this area.	4/14/2020 3:37 PM
9	Just want to comment that I believe strongly in this particular Goal! I feel as though many programs are doing the same thing but not working together and it gets confusing for students and staff alike.	4/14/2020 2:45 PM

### Q33 Do you agree that the College should pursue this goal and its action items?

Answered: 34 Skipped: 22



ANSWER CHOICES		RESPONSES	
Yes		91.18%	31
No		2.94%	1
Unsure		5.88%	2
TOTAL			34

### Q34 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 3 Skipped: 53

#	RESPONSES	DATE
1	3.1.4 This College really struggles at effectively serving African American students, particularly men. Some departments/divisions more than others. Why can't you say that? For me, the very use of this state -sanctioned euphemism "disproportionately impacted" itself is an indicator that we have a BIG problem in this area. YOU CANNOT, IN GOOD CONSCIENCE, SUBMIT A STRATEGIC PLAN THAT DOES NOT EXPLICITLY ACKNOWLEDGE RACISM AND THEN EXPECT SUPPORT, RESPECT, COURTESY FROM THE VERY BLACK FOLKS BEING HARMED BY IT; NOT WITHOUT BEING IGNORANT, DISHONEST, A COWARD, OR ALL THREE.	4/14/2020 3:37 PM
2	"disproportionately impacted" is a nebulous statement here	4/14/2020 12:34 PM
3	Take out cultural diversity on campus and replace it with our community on campus	4/14/2020 9:00 AM

### Q35 Are there any action items you would like to add to this goal?

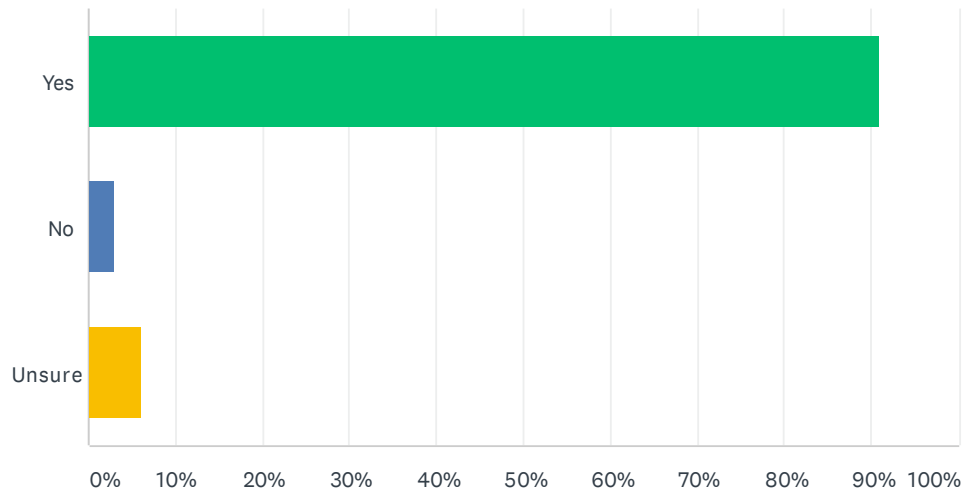
Answered: 11 Skipped: 45

#	RESPONSES	DATE
1	A lot of this is already being done. We have told that we are meeting our goal while attempting to outreach to our community.	4/21/2020 2:50 PM
2	No	4/21/2020 12:49 PM
3	no	4/21/2020 10:09 AM
4	Reinstitute high school outreach activities in which faculty and staff members visit local high schools and showcase campus programs	4/21/2020 9:59 AM
5	Action Area 3.1.7: Provide support integrated with classes to improve retention, completion and graduation, including skill development and support access support within classes, including greater support within the LMS (presently Canvas).	4/20/2020 2:20 PM
6	no	4/20/2020 2:09 PM
7	3.1.2- Create a streamlined equitable process to ensure students who apply finish the enrollment process in a timely manner	4/20/2020 2:08 PM
8	No, this is good.	4/20/2020 11:52 AM
9	I really like the holistic nature of this one - financial and cultural support matter, together.	4/19/2020 2:37 PM
10	No	4/15/2020 11:06 AM
11	Address rampant racism. Hire African American men in permanent and prominent positions.	4/14/2020 3:37 PM



### Q36 Do you agree that the College should pursue this goal and its action items?

Answered: 33 Skipped: 23



ANSWER CHOICES		RESPONSES	
Yes		90.91%	30
No		3.03%	1
Unsure		6.06%	2
TOTAL			33

### Q37 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 1 Skipped: 55

#	RESPONSES	DATE
1	How we recognizing and respecting the inherent tension between State imposed completion goals and economic/emotional realities of our students?	4/14/2020 3:37 PM

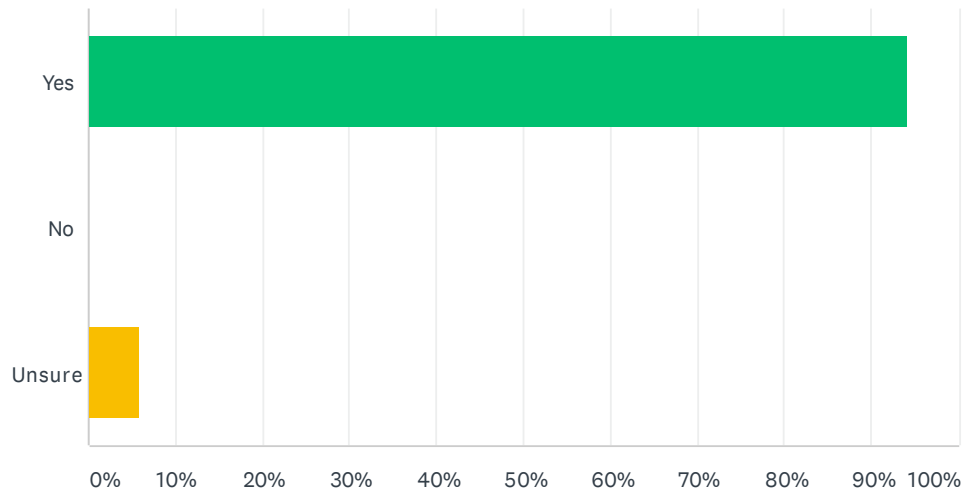
### Q38 Are there any action items you would like to add to this goal?

Answered: 10 Skipped: 46

#	RESPONSES	DATE
1	No	4/21/2020 12:49 PM
2	no	4/21/2020 10:09 AM
3	Change 'utilize' to 'use' in Area 3.2.4 Also, create access to alumni to share their successes following their studies at CCC.	4/21/2020 9:59 AM
4	In Action Area 3.2.1: Change 'needs' to 'diverse and changing needs and goals'. (This recognizes our need to support the whole student, rather than pigeonhole each into a category. It also recognizes goals and objectives, rather than merely needs, as well as expecting them to grow and change with the student.)	4/20/2020 2:20 PM
5	no	4/20/2020 2:09 PM
6	No, this seems good.	4/20/2020 11:52 AM
7	What is a GP and SEM? May want to write those out, in case someone not in the know reading this.	4/19/2020 2:37 PM
8	No`	4/15/2020 11:06 AM
9	Create a 2 or 3 year institue for effective instruction, required for all new FTF hires, open to all faculty.	4/14/2020 3:37 PM
10	Find ways to incentivize timely completion of learning goals and transfer, certificate, or living wage job.	4/14/2020 12:34 PM

### Q39 Do you agree that the College should pursue this goal and its action items?

Answered: 34 Skipped: 22



ANSWER CHOICES	RESPONSES	
Yes	94.12%	32
No	0.00%	0
Unsure	5.88%	2
<b>TOTAL</b>		<b>34</b>

## Q40 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 2 Skipped: 54

#	RESPONSES	DATE
1	I feel that Action Area 3.3.4. is already well-addressed in Student Services. We always refer students to the counselors for ed plans.	4/21/2020 10:09 AM
2	1) Research the activities most proven to support/result in completion in communities similar to ours, and base our activities on those that are tied with success.	4/14/2020 12:34 PM

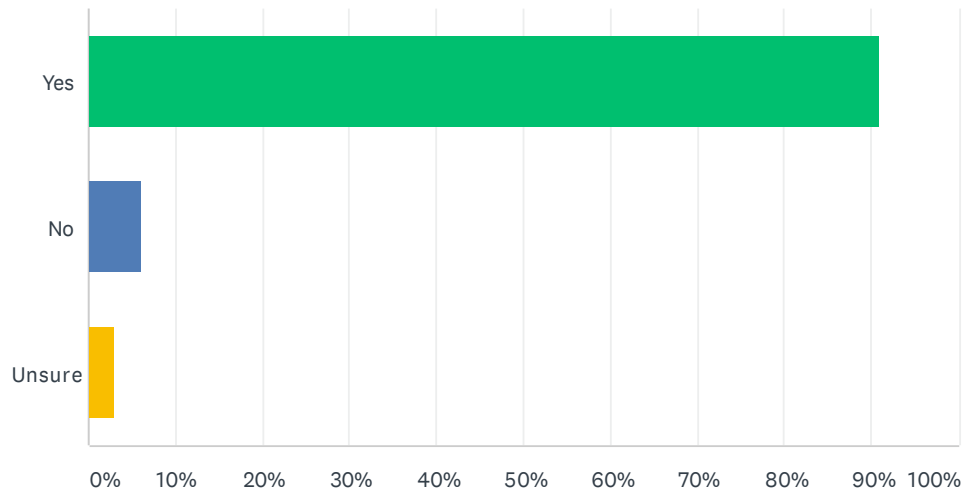
## Q41 Are there any action items you would like to add to this goal?

Answered: 10 Skipped: 46

#	RESPONSES	DATE
1	NO	4/21/2020 12:49 PM
2	Change 'utilize' to 'use' in Area 3.3.7	4/21/2020 9:59 AM
3	Develop ways to support student success in challenging gateway courses.	4/20/2020 3:30 PM
4	(Good job!)	4/20/2020 2:20 PM
5	no	4/20/2020 2:09 PM
6	3.3.2- improvement of 'multicultural and equitable pedagogy'	4/20/2020 2:08 PM
7	No, this seems good.	4/20/2020 11:52 AM
8	No	4/15/2020 11:06 AM
9	Suggestion to combine Action Area 3.3.1 & 3.3.2: Celebrate the continuous improvement of pedagogy by supporting the continuous improvement of equity minded teaching practices.	4/14/2020 2:56 PM
10	Action Area 3.3.5. YES!!! I hope this means that programs like EOPS and other scholarships will lower their unit requirements or have an appeal process in order to better serve our students who are challenged by balancing life, work, and school in order for them to have the benefits of these scholarships/programs without compromising their success due to being overwhelmed.	4/14/2020 2:48 PM

## Q42 Do you agree that the College should pursue this goal and its action items?

Answered: 33 Skipped: 23



ANSWER CHOICES		RESPONSES	
Yes		90.91%	30
No		6.06%	2
Unsure		3.03%	1
TOTAL			33

### Q43 If no, please provide your recommendation for edits to this draft goal and/or action items.

Answered: 4 Skipped: 52

#	RESPONSES	DATE
1	Remove "more" in Respond more equitably.	4/20/2020 3:30 PM
2	3.4.2- intrusive???? or inclusive????	4/20/2020 2:08 PM
3	I don't think wrap around funding needs to be embedded within learning communities.	4/14/2020 12:34 PM
4	Safe Zone for all with using any using any Dreamers Alliance, and other special population support programs	4/14/2020 9:00 AM



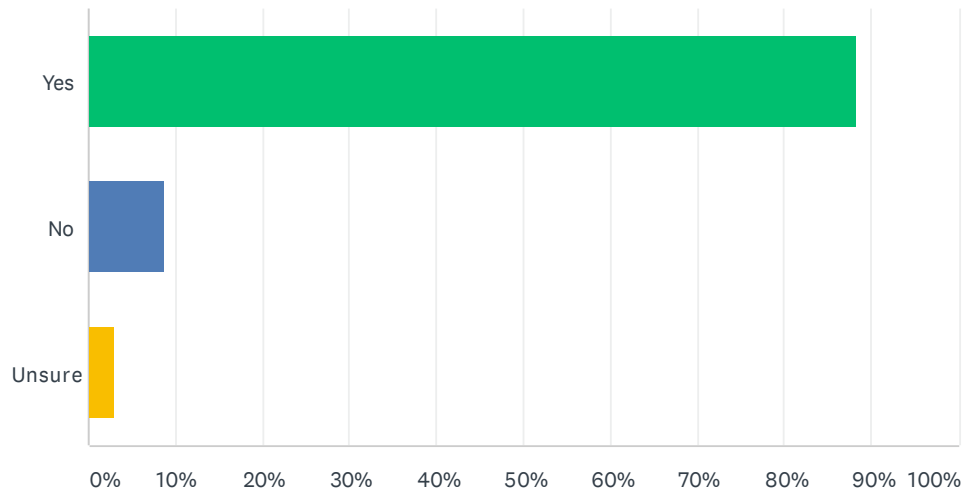
### Q44 Are there any action items you would like to add to this goal?

Answered: 8 Skipped: 48

#	RESPONSES	DATE
1	No	4/21/2020 12:49 PM
2	no	4/21/2020 10:09 AM
3	perhaps this should be here: "Develop ways to support student success in challenging gateway courses."	4/20/2020 3:30 PM
4	no	4/20/2020 2:09 PM
5	No, I am very much in favor of this one (especially 3.4.3 and 3.4.6).	4/20/2020 11:52 AM
6	No	4/15/2020 11:06 AM
7	I think 3.4, 1,4 & 6 have all already been stated. This goal to me should read something like. Ensure that all services are evaluating outcomes with attention to equity and cultural responsiveness. Ensure support programs are in response to student provided information and needs. Critically analyze student course & program outcomes to advance equitable pedagogical practices.	4/14/2020 9:35 AM
8	if the students are not safe in their community how can they be safe at the college? Simple if they can not get to the college safe then how are the student going to get to the college	4/14/2020 9:00 AM

### Q45 Do you feel that this plan addresses and will positively benefit your daily work?

Answered: 34 Skipped: 22



ANSWER CHOICES	RESPONSES	
Yes	88.24%	30
No	8.82%	3
Unsure	2.94%	1
TOTAL		34

## Q46 If no, please describe the goals and/or action areas you would like to add.

Answered: 2 Skipped: 54

#	RESPONSES	DATE
1	My comment would make me vulnerable and reveal my identity if you don't know it already.	4/14/2020 4:11 PM
2	Hire consultants from outside our college to help us determine what data we should collect in order to track our progress and see how things improve/change. This way we will know what works and what needs adjustment going forward.	4/14/2020 12:37 PM

## Q47 Do you have any final comments you'd like to make?

Answered: 13 Skipped: 43

#	RESPONSES	DATE
1	No, thank you.	4/21/2020 12:55 PM
2	I believe that morale on campus will be strengthened by increased collaboration between faculty and staff members through shared professional development activities. When faculty and staff show respect and goodwill for each other, the campus exudes a friendly, supportive, encouraging, and vibrant atmosphere that makes students feel welcomed and hopeful about their own success. We need to be proactive in creating inclusiveness among faculty and staff.	4/21/2020 10:06 AM
3	Academics were not addressed much in Topic Area 2. Instructors are overwhelmed with their workload. This reduces accessibility to students and shared governance. This is an area that requires concrete-tangible support, not plans and platitudes. This is an issue that is not easily solved, but should be open for discussion and work. As an institution, we should generally support such discussions, initiatives, and efforts.	4/20/2020 3:38 PM
4	Continue to begin with the end in mind. You have done well, now we need to follow-through, together, in concert. Continue the process of unending growth you have elaborated. It is a very good path!	4/20/2020 2:22 PM
5	no	4/20/2020 2:10 PM
6	Thank you for all of the effort that clearly went into this project!	4/20/2020 11:53 AM
7	I think I've said a few things already so hopefully they make sense. Thanks for all of your work on this!	4/19/2020 2:38 PM
8	Thank you all for your hard work in getting input and creating these goals.	4/15/2020 11:07 AM
9	I appreciate the thought that has gone into this planning process, and think that if we can actually implement the plan, it will really help the College and our students.	4/14/2020 4:21 PM
10	I love this kind of work when it is real. When it is done to appease an exterior task master (no matter who that is) not so much. In either case, I really appreciate you for putting in all the energy and time to make this happen. Here's to the day when we will all be fully and genuinely engaged in earnest self reflection and improvement.	4/14/2020 4:11 PM
11	Great work on the strategic plan. Thanks to everyone who worked on this. Really looks great!	4/14/2020 12:37 PM
12	Some of these plans could possibly leave certain student populations behind. Too many "goals" in a "timely" manner.	4/14/2020 10:38 AM
13	Community input, Student input, staff input and others	4/14/2020 9:02 AM