

STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION

February 8, 2023

TOPIC: Equity Presentation and Panel

PRESENTED BY: Joe Garcia, Chancellor; Dr. Landon Pirus, Vice Chancellor, Academic & Student Affairs; Dr. Ryan Ross, Associate Vice Chancellor, Student Affairs, Equity, and Inclusion

SUMMARY: Equity is a Board strategic priority. At this meeting, the Board will receive a presentation from Chancellor Garcia, Dr. Pirus, and Dr. Ross describing the current state of CCCS equity work, including the CCCS Annual Equity Report, and also hear from a panel of national experts. Furthermore, as the Board and CCCS leaders embark upon the development of a new strategic plan, to be in place by December 2024, it is timely to learn from experts about the key considerations in developing and advancing an equity centered strategic plan.

The panelists, biographical sketches attached, are:

- Dr. Dhanfu Elston, Senior Vice President for Strategy, Complete College America
- Dr. Wil Del Pilar, Vice President for Higher Education Policy, Practice and Research, The Education Trust
- Dr. Patricia Trujillo, Deputy Cabinet Secretary, New Mexico Higher Education Department

- Facilitator: Kristin D. Hultquist, Partner and Co-founder, HCM Strategists

BACKGROUND:

The Colorado Community College System Strategic Plan 2015-2025 was approved by the Board in 2014-2015. For the first three years of the plan, System Staff reported to the Board on progress towards the 18 Key Performance Metrics (KPMs) in the plan. In October 2018 at the SBCCOE retreat, the Board identified three key priorities for the System and each of the colleges – student success, equity, and Concurrent Enrollment. The Board receives annual reports on the three key priority areas. The other KPMs from the 2015-2025 System Strategic Plan are reported to the Chancellor in December of each year. The written report is shared with the Board and posted to the CCCS website.

At the December 14, 2022, board meeting, Dr. Pirus presented the annual strategic plan report that focused on student success and equitable student outcomes, including a demonstration of data dashboards which allows users to drill down for college-to-college comparisons, as well as additional demographic disaggregation.

Christina Cecil, Chief Human Resources Officer, presented the annual CCCS Workforce Report that reports progress on achieving a CCCS workforce that reflects student and community demographics.

At this meeting, the Board will focus on equity and receive a presentation from CCCS leaders summarizing the CCCS equity journey, describing key data points, strategies, and initiatives; and sharing the CCCS Annual Equity Report. A panel of experts will follow and discuss what it means to be an equity-centered institution/system, share reactions and ideas about what the Board and leaders should be thinking about and doing to improve institutional performance and close equity gaps, and engage in a Q & A with the Board and leaders.

The annual Concurrent Enrollment Report is scheduled for presentation and discussion at the March Board meeting.

RECOMMENDATION: This is a presentation to the Board and does not require Board action.

ATTACHMENT(S):
CCCS Annual Equity Report
Equity Panel Biographical Sketches