Target outcomes for 2022-2025

Measurements

Outcome Year 1: n/a

Outcome Year 2: 20% of the college's Course Outlines of Record (COR) will be subject to the new guidelines

Outcome Year 3: 40% of the college's Course Outlines of Record (COR) will be subject to the new guidelines

Structure Evaluation: Friction Points

Friction Points: Current Structure

What are student friction points and/or the inequities being perpetuated on your campus for this metric and student population? (2,500 Character Maximum)

Many programs perpetuate structural racism by failing to educate students in the history and ongoing racism implicit and explicit in their disciplines.

Structure Evaluation

Current Structure

What is the impacted structure/process/policy/practice/culture on your campus related to this selection? (2,500 Character Maximum) NOTE: Pick 1 below.

Instruction

A survey of the curriculum at Foothill suggests that many disciplines are taught as if they are race-neutral, and they fail to identify the explicitly racist historical and societal context underlying the epistemology of their discipline, as well as ongoing implicit biases in their fields. The myth of objectivity can manifest in every discipline. Students typically only have siloed academic opportunities to openly explore and understand systemic racism, and typically only within particular disciplines that focus on social and human behavior. Choosing not to address issues of race in disciplines thought to be "objective" leaves students ill-prepared to understand how systemic racism is upheld in each discipline and be leaders in disrupting it, and could lead to cognitive dissonance and increased stress when students do experience racism in fields that they were taught are not affected by race.

Wrap Around Services

[text]

Budgeting & Administration

[text]

General Operations

[text]

Other

[text]

Ideal Structure

What equity-minded process/policy/practice/culture would facilitate a shift to equitable outcomes for this population? (2,500 Character Maximum) NOTE: Pick 1 below.

Instruction

Faculty will need to reexamine and reimagine what a quality, equity-minded education looks like by authoring curriculum that is explicitly race conscious. If we desire to serve students of color well in our classrooms, we need to write the curriculum and design pedagogy with this in mind from the start. When faculty submit a Course Outline of Record for review to the Curriculum Committee, course authors will need to identify the epistemology of the field, highlighting the contributions of racially diverse scholars, and address the discipline's historical and contemporary racial equity issues.

Wrap Around Services
[text]
Budgeting & Administration
[text]
General Operations
[text]
Other
[text]

Structure Evaluation: Necessary Transformation to Reach Ideal

Necessary Transformation to Reach Ideal

What structural changes would be necessary to transform your current inequitable process, policy, practice, and/or culture toward a more equity-minded one? (2,500 Character Maximum)

The curriculum approval process provides the greatest opportunity to ensure that new or updated courses are race conscious. Specifically, the submission of the Course Outline of Record (COR) can identify the structural racism which exists in disciplines through the different elements of the COR such as the course objectives, course content, the method of evaluation, and/or the representative texts used.

Action

Action Steps

How do you plan to move from the current practice to a more ideal practice to achieve your stated goal(s)? Use this space to begin developing your action plan to move from the current to the ideal. (2,500 Character Maximum)

Currently, the college-wide Curriculum Committee reviews and discusses CORs prior to sending a course for approval to the FHDA Board of Trustees. With this important role in the curriculum process, this decision body can develop COR guidelines which can then be approved by the Academic Senate. Discussions on how to introduce a race conscious COR started in AY 2021-22.

In the AY 2022-23, the curriculum committee will take the charge of creating the guidelines for course authors and elicit feedback from constituents for suggestions and revisions for approval by the end of the academic year. Implementation will begin starting AY 2023-24 with the goal of 20% of the college's Course Outlines of Record (COR) subject to the new guidelines. Every academic year thereafter, an additional 20% will be subject to the guidelines, with the goal of achieving 100% at the end of the fifth year of implementation.