THRIVE 2024 Year 1 Action Plan

Institutional Research and Effectiveness

Diversity, Equity, and Inclusion

Objective D.3: The Peninsula Community will see the College as a champion for diversity and inclusion and as an institution that is a true reflection of the diverse, equitable, and inclusive values across the community **(Led by Workforce Development, Institutional Advancement, Academic Affairs, and Institutional Research and Effectiveness)**

- **Strategy D.3 A:** Host workshops, conferences, study circles, and other community sessions regarding diversity and inclusion topics and considerations

Action Step	Deadline	Responsible Party
The Office of Institutional Research and Effectiveness will present key results from the 2021 VCCS Diversity Climate Survey to all College constituency groups and leadership teams.	1/28/2022	Director of IRE and Research Analyst
The Office of Institutional Research and Effectiveness will create a single, easily-accessible resource site that houses all major reports and data resources regarding diversity, equity, and inclusion.	2/18/2022	IRE Data and Research Staff

- **Strategy D.3 C:** Integrate diversity, equity, and inclusion considerations into all aspects of the new strategic plan

Action Step	Deadline	Responsible Party
The Office of Institutional Research and Effectiveness will create a self-assessment and feedback instrument to accompany Thrive 2024 that will allow leaders of each goal and objective to monitor and regularly evaluate the extent to which their work is occurring in a diverse, equitable, and inclusive manner.	2/4/2022	Research Analyst and Director of IRE
The Office of Institutional Research and Effectiveness will deliver summary reports and content analyses of self-assessment and feedback results to each goal and objective leader.	6/30/2022	Research Analyst, Research Assistant, and Director of IRE

Instructional Innovation

Objective I.3: The Peninsula Community will have increased access to higher education and be able to more fully engage with the College regardless of technology or transportation limitations **(Led by Workforce Development, Academic Affairs, Finance and Administration, and Institutional Research and Effectiveness)**

- **Strategy I.3 B:** Build academic schedules that prioritize the needs of our community and expand access to all, regardless of their geographic location or socioeconomic status

Action Step	Deadline	Responsible Party
The Office of Institutional Research and Effectiveness will create and disseminate a new set of zip code reports (including GIS maps) that provide information on course and program preferences of individuals from each zip code / region.	2/4/2022	IRE Data and Research Staff
The Office of Institutional Research and Effectiveness will develop and propose a new set of community-focused surveys on program, course, delivery modality, and time of day preferences of community members, to be implemented for the 2022-2023 academic year.	3/18/2022	Research Assistant and Director of IRE