

THRIVE 2027 Year 2 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 design and host a faculty workshop on ways to use data to enhance programs, attract a greater diversity of students, and reduce/eliminate gaps in student outcomes.	3/15/2023	Director of IRE, Research Analyst

- **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 publish at least two articles on the Thrive Strategic Plan, highlighting its emphasis on diversity, equity, and inclusion and specific ongoing initiatives at the College that are advancing that work.	Ongoing, through 6/30/2023	Research Analyst, Grant Programs Manager, Research Assistant
The Office of Institutional Research and Effectiveness will create a webpage specific to Thrive Strategic Plan work on diversity, equity, and inclusion, and will use that space to highlight major initiatives that are underway.	2/1/2023	Research Analyst, Research Assistant

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 GIS maps and spatial analyses that provide information on course and program preferences of individuals from each zip code / region.	5/1/2023	Research Analyst, Data Analyst, Director of IRE
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 2023-2024 academic year.	6/1/2023	Director of IRE, Research Assistant

Additional Capacity-Building Efforts

- Include here any additional actions your division and/or units will need to take this year to increase their preparedness and capacity to execute on the major goals of our strategic plan

Action Step	Deadline	Responsible Party
The Office of Institutional Research and Effectiveness will re-engage the Institutional Effectiveness Committee and Thrive Champions groups in the work of the Plan and monitoring of its progress.	Ongoing, through 6/30/2023	Director of IRE, Research Analyst