

# Annual Assessment Report

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## Executive Summary

As the final step of the AES assessment process, each AES unit is required to submit an Executive Summary. The Executive Summary is a short document which provides an overview of the Unit, and the overall assessment process, highlights key findings and provides recommendation and next steps.

**Unit name:** Office of Diversity, Equity, and Inclusion (ODEI)

**Assessment year:** 2022-2023

**Unit Mission:** The mission of the Office of Diversity, Equity, and Inclusion is to provide institutional leadership, to engage collaboratively with, and to empower the LAGCC community to create and sustain an environment that is inclusive, equitable, accessible, and diverse.

## Assessment Results by Goal and Objectives

**Goal 1:** Act as a resource for, and assist campus administrators, affirmative action officers, and committees directly involved in faculty, staff, and student enrollment, recruitment, retention and advancement.

**Supporting Strategic Plan Goals:** 4-Build Inclusive Community to Achieve the College Mission

Objectives	Method and Measure
1.1 Lead the development of the Social Equity Plan (SEP)	<ul style="list-style-type: none"><li>Develop the SEP Plan.</li></ul>
1.2 Monitor progress of the Social Equity Plan process	<ul style="list-style-type: none"><li>Update the Social Equity Plan KPIs in a timely manner (starting in 2023-24)</li></ul>

## Overview of findings, analysis, recommendations and future initiatives

### Results & analysis

A framework of the Social Equity Plan was submitted to the president. Pending results from the COACHE Survey and Employee Engagement will be utilized to develop the SEP.

KPIs will be provided in '23-'24.

### Recommendations and future initiatives

The framework will be used as a foundational guide to developing the full SEP, including development of the KPIs.

**Goal 2:** Ensure the application of effective communication and efficient dissemination to convey diversity, equity, and inclusion efforts.

**Supporting Strategic Plan Goal:** 4-Build Inclusive Community to Achieve the College Mission

Objectives	Method and Measure
2.1 Creation and utilization of informational dashboard(s) to monitor progress of DEI initiatives	<ul style="list-style-type: none"><li>Dashboards are created and subsequently regularly updated</li></ul>
2.2 Enhance utilization of the DEI website	<ul style="list-style-type: none"><li>Traffic measures for the DEI website</li></ul>

## Overview of findings, analysis, recommendations and future initiatives

### Results & analysis

No dashboards were developed.

There were 4,463 page views on the DEI website.

### Recommendations and future initiatives

Dashboards will be developed in '23-'24, pending restructuring of the ODEI.

To increase collaboration with ACE, Student Affairs, and Academic Affairs departments and programs, and student clubs to provide more diverse DEI programming.

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**Goal 3:** Create awareness of diversity issues and barriers to diversity by providing guidance, programming, and outreach to constituent groups and the campus community. Supporting Strategic Plan

**Goal:** 4-Build Inclusive Community to Achieve the College Mission

Objectives	Method and Measure
3.1 Increase faculty and staff awareness of DEI concepts and mitigation techniques	<ul style="list-style-type: none"><li>Attendance at DEI workshops, trainings, programs, and initiatives measures</li></ul>
3.2 Increase student awareness of DEI concepts and mitigation techniques	<ul style="list-style-type: none"><li>Attendance at DEI workshops, trainings, programs, and initiatives</li></ul>

## Overview of findings, analysis, recommendations and future initiatives

### Results & analysis

Approximately 100 staff/faculty attended DEI trainings and approximately 160 attended campus-wide DEI programming, establishing a baseline for future assessment of DEI programming.

Approximately 150 students attended DEI trainings and approximately 150 students attended campus-wide DEI programming. The response rate for trainings was approximately 20% with approximately 80% accuracy in post-workshop surveys.

### Recommendations and future initiatives

To increase collaboration with ACE, Student Affairs, and Academic Affairs departments and programs, and student clubs to provide more diverse DEI programming

## Overall summary

The report's findings indicate that although there is interest in DEI programming and initiatives, more needs to be done to ensure a diverse, equitable, and inclusive environment. The development of the SEP and corresponding KPIs will help to contextualize our DEI work. The dashboards, which will be hosted on the DEI website, will be informative and transparent, providing both quantitative and qualitative campus DEI data. With this, students, staff, and faculty can contribute to and increase varied DEI programming and initiatives. Utilization of the DEI website to host and disseminate information about the programming and initiatives will promote greater awareness of and influence participation in our DEI work.

## Appendices

- N/A