



EQUITY & WELL-BEING DEPARTMENT and PROGRAM REVIEW: DEPARTMENT PLAN

Part 1: Department Mission Statement

The Office of Equity & Well-Being serves, connects and advocates for accessible and compassionate cross-cultural learning environments and provides resources to students, staff, and community.

Part 2: Strategic Plan Connection

- [Student-Ready College](#)
- [Access](#)
- [Community Engagement](#)

Part 3 and 4: Goals/Outcomes and Activities

College Prep Programs: 2SLGBTQIA+ Symposium, LEAD & Ubuntu (Afrocentric), ¡Avanza! & Ganas (Latinx) and The Good Road & STRIVE (Native American)

College Programs: 2SLGBTQIA+, Afrocentric Latinx, Native American and Veteran

Well-Being Programs: Food Pantry, Clothing Connection, Personal Counseling, STEP/PTO and Thrive

Goal 1: Create a supportive and enriching environment that empowers students to succeed academically.

- College Prep & College Program Activities: Modify/update curriculum, grading methods and delivery.
- Well-Being Activities: Participation in College events to promote and normalize using resources.

Goal 2: Reduce barriers to student access to resources.

- College Prep & College Program Activities: active development and promotion of events that promote recruitment and participation in community building.
- Well-Being Activities: consistent and accessible marketing campaigns to inform students of available resources.

Goal 3: Increase cross-departmental collaboration.

- College Prep & College Program Activities: Dedicated work with varied departments/disciplines across the college.

- Well-Being Activities: Information sharing via events, classroom visitations, presentations and outreach.

Part 5: Measurement Tool and Timeline

Goal 1: Create a supportive and enriching environment that empowers students to succeed academically.

- College Prep: 70% of students who participate in COCC College Prep programs will graduate from high school. This will be measured in July of each year using self-reported data.
- Cultural Programs: 70% of students who participate in COCC cultural programs will graduate or transfer from COCC within four years. This will be measured in July of each year using a Tableau report.
 - In addition to self-disclosed demographic information definition of “participation” to be determined by College Program Coordinators and Dean of Equity & Well-Being no later than winter term 2026.
- All Programs: Use both qualitative and quantitative feedback to track student experience. Formulate rubric to interpret survey results

Goal 2: Reduce barriers to student access to resources.

Basic needs resources are newly under the direction of the Well-Being (WB) team and as a result, we will use this year’s findings to create a benchmark for growth.

Each term, the WB Team will:

- Track usage rates of resources
- Use anonymous feedback forms to evaluate quality, accessibility and responsiveness.
- Record participation in events

Goal 3: Increase cross-departmental collaboration.

In July of each year, the Equity & Well-Being (EWB) team will focus on the following criteria:

- COCC faculty and staff participation in EWB workshops will increase by 20% per year. This will be measured by counting the number of participants in all workshops, with staff sharing that information on a shared (spreadsheet?). Participation rates will be reviewed annually, in July of each year.
- Each EWB area will partner (tabling, leading workshops, or guest lecturing) in at least three other COCC department activities or events annually. This target will be reviewed in July 2026 to determine its appropriateness based on information tracked within the EWB area. The target may be adjusted after that, with this measure reviewed each July.