**The Equity-Driven Systems Change (ESC) Model and Process**

**Stage 3: Culturally Responsive Strategies**

**August 24th-25th 2012**

1. **Create a resource that facilitates mentoring for staff/faculty/admin to explore technological possibilities in order to bridge the digital divide.**

* **Sherrie Prasad, Cherie Napier, Liz Gaudet, Richard Lopez, Keisha Ford, Raul, Amory Cariadus,Vanson Nguyen *,* Katie Galvin, David Hasson**

1. **Create and equitable hiring process combined with ongoing capacity building (training) and information resources for faculty staff.**

* **Mary Gutierrez, Lucia Lachmayr, Don Carlson, Nina Floro**

1. Cultivate a culture of bold leadership that intentionally engages faculty, staff, and students toward a common vision.
2. **Engage the community with comprehensive outreach involving students, faculty, staff and alums that establishes mutual connections and partnerships. (i.e., alma mater day, community & family fairs)**

* **John Chavez, Jessica Lopez, Lavinia Zannasi, Jocelyn Vila**

1. **Create processes that fundamentally change the organizational structure to serve students equitably and efficiently.**

* **Amory, Vanson**

1. **Map educational pathways for students, perform gap analyses of these pathways, and develop SkyPath to ensure continuity of institutional support for student success.**

* **David Hasson, Nohel Corral**

1. Expand and integrate international initiatives throughout the college and the community.
2. Create a comprehensive integrated ongoing professional development program that focuses practices that lead toward equitable student success and recognizes and builds on employee accomplishments.
3. Expand professional development opportunities utilizing resources to inform our ideas, actions, benchmarks and promising practices.
4. Identify funding for staffing and operational needs to establish:
   1. Center for transformative Inquiry.
   2. The center for scholarship for transformative teaching and learning.
   3. Online teaching and learning.
   4. Global Learner Institute