

EMP Goals and Draft Strategies as of  
1/19/2023

1. Be an antiracist and equitable institution	2. Increase student enrollment by being responsive to the communities we serve	3. Ensure that all students have the support and resources needed to achieve their educational goals	4. Foster a thriving learning and work environment	5. Cultivate civic-mindedness to empower self and strengthen society	6. Ensure fiscal stability to support the College mission and maintain public trust
<p><b>a. Conduct iterative Campus Climate reviews</b> to identify strengths and challenges to inform training and professional development</p> <p><b>b. Develop a common language and definitions</b> to strengthen the community dialogue on antiracism and equity issues</p> <p><b>c. Build skills and tools</b> needed to incorporate antiracism and equity mindedness into our curriculum, programs and practices</p> <p><b>d. Identify and address inequitable structures and procedures</b> that have disproportionate impacts on students and employees</p> <p><b>e. Enhance academic curriculum and student programs</b> to strengthen their role in supporting community values of antiracism and equity</p>	<p><b>a. Understand the needs and goals of potential students</b> in our surrounding communities</p> <p><b>b. Remove barriers and provide tailored support</b> to facilitate student registration and enrollment</p> <p><b>c. Create clear pathways</b> to and through Skyline College to support enrollment and retention</p> <p><b>d. Inspire and motivate prospective and current students</b> to pursue degree attainment and career paths</p> <p><b>e. Retain Skyline College students</b> through completion and/or transfer to a 4-year college</p>	<p><b>a. Raise student awareness of and connection</b> to existing Skyline College support services and resources</p> <p><b>b. Facilitate student access to basic needs</b> including food, shelter, mental health and safety</p> <p><b>c. Eliminate institutional barriers to equity</b> ensuring that ALL students have the support they need</p> <p><b>d. Upgrade educational technology and facilities</b> with state-of-the-art tools, equipment and spaces for learning</p> <p><b>e. Complete and Institutionalize the Comprehensive College Redesign</b> to continue to leverage the combined impact of its components</p>	<p><b>a. Create a more welcoming campus environment</b> to increase students' and employees' sense of belonging</p> <p><b>b. Enhance participatory governance</b> to promote broad and robust engagement in College leadership</p> <p><b>c. Support student and employee wellness</b> including stress reduction and mental health</p> <p><b>d. Cultivate partnerships and collaboration</b> across programs and services to better serve students</p> <p><b>e. Empower students and employees</b> to participate in achieving Skyline College's Education Master Plan goals</p>	<p><b>a. Create democratic engagement opportunities</b> that empower students and employees to create the world they want to live in</p> <p><b>b. Connect students with real-world, experiential opportunities</b> to promote increased participation and connection with society</p> <p><b>c. Develop social knowledge and advocacy skills</b> for supporting our local and global communities</p> <p><b>d. Strengthen the Citizenship ISLO</b> to ensure a sense of social responsibility among Skyline College graduates</p> <p><b>e. Build a Civic Engagement infrastructure</b> to strategically plan and coordinate the work envisioned under this goal</p>	<p><b>a. Reinforce prudent stewardship</b> of publicly-funded resources</p> <p><b>b. Promote community knowledge &amp; understanding</b> of College business practices and financial decision-making.</p> <p><b>c. Leverage grant and private funding opportunities</b> in alignment with College M-V-V and Educational Master Plan</p> <p><b>d. Improve budget transparency and communication</b> to promote internal community and public understanding of how funding is allocated</p>