EMP Goals and Draft Strategies as of 12.8.2022

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.
a. **Conduct iterative Campus Climate reviews** to understand the state of our community and identify challenges to be addressed b. **Generate knowledge needed to effect** change by engaging in community dialogues that build trust and develop a common language and definitions c. **Build tools needed to effect change** by addressing skills gaps through education and training d. **Identify and correct inequitable procedures** having disproportional impacts on students or employees e. **Ensure that student programs and educational curriculum are anti-racist and equitable**	a. **Understand the needs and goals of potential students** in our surrounding communities b. **Facilitate the enrollment process** to remove barriers to entry c. **Create clear pathways** to Skyline College and through Skyline College d. **Inspire prospective and current students** to visualize degree attainment and career paths e. **Retain Skyline College students** through completion or transfer to a 4-year college	a. **Raise student awareness of and connection** to the multitude of existing Skyline College support services and resources b. **Address basic needs** to ensure that students' immediate food, shelter, health and safety needs are met c. **Eliminate barriers to equity** ensuring that ALL students are able to access the supports they need d. **Institutionalize the College's Comprehensive Redesign** to solidify the combined impact of Transformative Teaching and Learning, Guided Pathways and the Promise Scholars Program e. **Upgrade educational technology and facilities** to provide Skyline College students with state-of-the-art tools, equipment and spaces for learning	a. **Create a more welcoming campus environment** to increase students' and employees' sense of belonging b. **Encourage partnership and collaboration** across programs and services to better serve students c. **Facilitate participation in campus life** and participatory governance d. **Support student and employee wellness** and ease workload stress e. **Expand opportunities for student-driven and employee-driven innovation** to accelerate the achievement of the Education Plan goals.	a. **Create democratic engagement opportunities** that empower students and employees to exercise agency b. **Create service learning and volunteer opportunities** to promote a civic mindset and connections to society c. **Develop knowledge and skills to support advocacy** in our local and global communities d. **Strengthen the Citizenship ISLO** to ensure a sense of social responsibility among Skyline College graduates	a. **Reinforce prudent stewardship of publicly-funded resources** by reviewing and updating financial controls and accountability practices b. **Advance knowledge and understanding of College business practices**, budgets, and financial decision-making c. **Leverage grant and private funding opportunities** which align with the College M-V-V, the College Educational Plan and the SMCCCD Strategic Plan d. **Improve budget transparency and communication** so that the College community and the public can understand how funding is allocated

Skyline COLLEGE