COOL Equity Action Plan

The Committee on Online Learning (COOL) seeks to support the implementation of equity-minded pedagogy and promote quality online education for all. Informed by our Foothill College Strategic Vision for Equity, this plan aims to identify tangible actions that COOL can take, or advocate for, to become a college where success is not demographically predictable.

Source	Issue	Goal	Proposed Actions	By when	Measure of Success
Foothill Strategic Vision for Equity	Issue 7. Insufficient culturally responsive, relevant and sustaining pedagogy and other asset-based approaches in teaching and serving our students of color (p. 32).	Goal 2: Faculty are supported in their efforts to iteratively self-evaluate their proficiency with culturally responsive pedagogy.	COOL designates a portion of each meeting to discuss culturally responsive pedagogy and other asset-based approaches.	Ongoing	Culturally responsive pedagogy and asset-based practices becomes a permanent and substantive conversation topic at COOL meetings as evidenced by meeting minutes and participant feedback via an end-of-quarter survey.
Foothill Strategic Vision for Equity	" "	" "	Integrating culturally responsive pedagogy and racial consciousness into POCR process and developing long-term POCR programs.	Ongoing	POCR program integrates culturally responsive pedagogy and racial consciousness as evidenced by regular self-evaluation of the POCR program.
Foothill Strategic Vision for Equity AND Student Letter	" " 3. Mandatory Training around eliminating disproportionate impact in online courses	" "	Revise instructional training known as Canvas Certification to incorporate more explicit focus on racial equity.	Fall 2023	Launch of Mandatory Certification Course to include explicit discussion of how bias may show up in Canvas, and how Canvas can be used to eliminate equity gaps as evidenced by regular cyclical review of certification.
Foothill Strategic Vision for Equity	Issue 10: Lack, or underutilization of campus support resources	Goal 4: The college is able to identify and address the challenges in	Encourage and promote the voluntary adoption of Simple Syllabus with	End of Winter 2022	Academic Senate Resolution supporting the adoption of Simple

	(tutoring, career center, transfer center, etc.) (p. 35).	accessing resources and support that are unique to students who engage with our campus exclusively online.	linked support services to streamline into a broader audience of syllabi.		Syllabus. Widespread adoption of simple syllabus by roughly 55%. As evidenced by quarterly reports to Academic Senate on current adoption rate. With the goal of 100% adoption by Spring 2024.
Foothill Strategic Vision for Equity	Issue 11: Students accessing our classes and services online are not receiving comparable spaces, resources, and services as students who access them on campus (p. 36).	Goal 3: All online classes are using the Online Equity Affirmation as a foundational lens for online course design.	Support the adoption of the Equity Affirmation and actively advocate to include areas 5 and 8 of the OEA in discussions and decisions around how students access and interact with our services.	Winter 2022	Academic Senate adopts a resolution in support of the adoption of the Equity Affirmation, and integration of OEA concepts and strategies into POCR. ==COOL uses the OEA to inform discussions and decision-making, and this is documented in meeting minutes.==
Foothill Strategic Vision for Equity	" "	Goal 4: Technology and resources offered, at minimum, provide a comparable student experience as face-to-face.	Create data collection method regarding use of Lottery funds by modality, track use of funds to ensure equitable allocation. Ensure equitable view of needed resources and infrastructure across modalities (laptops, software, materials, and equipment). Clearly redefine "gift".	Spring 2023	Annual review of lottery distribution by modality in appropriate shared governance body. Adoption of clear definition of gift, equipment, and instructional materials at campus level.
Foothill Strategic Vision for Equity	" "	Goal 5: Faculty are fully equipped and prepared to teach effectively in the online / virtual environment.	Technology tools are adopted in a process that centers racial equity.	Winter 2022	A racially conscious technology tools adoption rubric & procedure are adopted by the College. Tech tool implementation

					is regularly reviewed for disproportionate impact.
[Foothill Strategic Vision for Equity](#)	" "	" "	A course shell is automatically provisioned for every course offered at Foothill.	Fall 2023	Canvas shells are automatically provisioned for all courses offered.
[Foothill Strategic Vision for Equity](#) AND [Student Letter](#)	Issue 4: The current lack of coordinated infrastructure for basic needs services at the college (psychological services, food pantry, transportation, homeless referrals) can make it prohibitive for students of color to access services. AND #4. Basic Needs	Goal 1: Foothill students seeking basic needs resources experience a streamlined referral process, providing coordinated assistance for all aid they are eligible for.	Extend internet access grants and technology need supports. Add information about extended internet access grants and technology need supports to Simple Syllabus template.	TBD	All students eligible for internet access grants and technology need support are granted access prior to Fall start.
[Foothill Strategic Vision for Equity](#)	Issue 9: Lack of a college-wide retention plan for students of color to progress through their academic career at foothill.	Goal 2: The promising practices of existing retention programs and learning communities are incorporated into the rest of the campus.	Develop a robust digital environment for every course regardless of modality, including an updated gradebook, communication tools, and syllabi.	Fall 2023	Every course utilizes Canvas to provide students with updated syllabus, gradebook, and access to communication tools regardless of modality of instruction.
[Foothill Strategic Vision for Equity](#)	Issue 5: lack of a sense of belonging, safety, and space allocation for students of color.	-	Develop COOL definition of community that is inclusive of all learning modalities and promotes engagement. Clear connection between community with sense of belonging and safety.	Winter 2022	Community definition adopted by COOL. COOL-sponsored brown bag workshops to introduce the definition to the campus community in Spring 2022. POCR survey incorporates question about sense of community in online course. Better sense of community as evidenced in POCR student survey results.

[Foothill Strategic Vision for Equity](#)	Confusion about shared governance can lead to disenfranchisement or lack of ability to fully exercise constituent rights to influence decisions.	"The campus community should have an informed understanding of how these committees work in concert and how they communicate and share information amongst each other and their representational bodies" (p. 6).	COOL aims to establish clear understanding of and access to committee purview, membership, responsibilities and supporting documents. COOL co-chair responsible for recruitment and onboarding of committee members. Onboarding to include proving access to training materials to minimize the load for student members.	Winter 2022	Onboarding training materials are developed. Members have clear understanding of how decisions are made in COOL, and how COOL influences decisions in other areas of the campus as evidenced in a quarterly survey of membership. COOL Canvas developed to established open access. COOL meetings are recorded and shared openly to Canvas site. COOL develops webpage to highlight link to AS and Canvas pages. Onboarding training materials are developed.
[Foothill Strategic Vision for Equity](#)		"Foothill can be mindful that our decision-making councils, senates and committees reflect the diversity of our campus" (p. 6).	COOL leadership is responsible for conducting an internal annual review of the diversity of the committee.	Winter 2022	COOL leadership presents internal review of COOL diversity to Academic Senate annually.
[Foothill Strategic Vision for Equity](#)	Relying on colleagues and students of color to spearhead and implement campus racial equity work can lead to burnout and disengagement.	"the work that comes with being involved in shared governance should not overly tax certain members with their involvement (especially our students)" (p. 6).	COOL engages in regular self-assessment to ensure the work of implementing the actions in our equity plan are not falling predominantly on our colleagues of color.	Beginning of Spring 2022 and ongoing	COOL develops an anonymous quarterly survey to measure membership perception, and COOL regularly reviews meeting minutes for transparency around who is being tasked with racial equity endeavors.

References

Foothill College, (2021-2025). *Strategic Vision for Equity*.
CORE, (October 2020). *Open Letter to Foothill College Governance*.
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Johnson, H. Mejia, M. C., Cook, K. (June 2015). *Successful Online Courses in California's Community Colleges*, PPIC.