






College Priority 3: Foster a Diverse, Equitable, and Inclusive Learning Environment

Version: 10/3/2022

- LEGEND:**
-  Target Met
 -  Showing Progress
 -  Static/Minimal Change
 -  Moving Away from Target




Objective 1: Maximize student potential by closing achievement and performance gaps.

1.1 Close equity gaps in GPA, Course Completion, and Student Progress Measures.

METRIC	BASELINE	CURRENT	TARGET	STATUS
A) HU-SOC average GPA in college-level courses is 2.94 or higher.	2.70	2.72	≥ 2.94	
B) Increase HU-SoCⁱ Equity Indexⁱⁱ for Course Completions to 0.96 or greater, demonstrating a narrowing of the equity gap.	0.93	0.92	≥ 0.96	
C) Increase HU-SoC Equity Index for achieving 15 College-Level Credits within the first year to 0.95 or greater, demonstrating a narrowing of the equity gap.	0.91	0.89	≥ 0.95	

Objective 2: Create a culture of belonging through access and inclusion.

2.1 GHC Students, Faculty and Staff indicate through words and actions that they feel a sense of belonging at GHC.

METRIC	BASELINE	CURRENT	TARGET	STATUS
A) Increase HU-SoC Equity Index for achieving 45 College-Level Credits within the first year to 0.86 or greater, demonstrating a narrowing of the equity gap.	0.81	0.78	≥ 0.86	
B) HU-SOC graduate belonging score from annual graduate survey is 2.6 or higher. (On par w/ Non-HUSOC students, scale of 1 to 3)	2.5	2.5 (2022)	≥ 2.6	
C) Student belonging score from annual student survey is [target TBD] or higher. (Scale of 1 to 3)	2.51	2.51 (2022)	TBD	
D) Employee Belonging Score from PACE Survey is 3.85 or higher. (Scale of 1 to 5)	3.50 (2021)	3.50 (2021)	≥ 3.85	

Objective 3: Institutional Processes Foster racial, social, and economic justice for students, faculty, and staff.

3.1 GHC institutional processes foster racial, social, and economic justice for all

METRIC	BASELINE	CURRENT	TARGET	STATUS
A) Average score on annual process evaluation rubric is [target TBD] or higher. (scale of A to Y).	Rubric by W2022	TBD	TBD	

ⁱ HU-SoC: Historically Underserved Students of Color. This grouping includes student who have self-identified as at least one of: Black or African American, Latino or Hispanic, American Indian or Alaska Native, or Pacific Islander, including Native Hawai’ian.

ⁱⁱ Equity Index is a ratio that demonstrates whether the target population is over- or under-represented in the population of successful students. Ratio values below 1.0 indicate the target population is under-represented. Moving the ratio closer to one shows a narrowing of the gap.

The Equity Index is based on work from the USC Center for Urban Education.

GHC aggregates the most recent 3 years of data when calculating an Equity Index.