



# Norco College Equity Audit

HOTEP CONSULTANTS

Spring 2022

## Leveraging Employee Agency and Locus of Control

The Education Master Plan is really comprehensive and well thought out. From an equity focused perspective – Connecting the first goal of Student Transformation to upward mobility in the US is disconnected to the racialized and gendered realities in which our students live.

### Communication & Collaboration

Creating system-wide change and impact necessitates expertise and perspective from Instruction, Student Services, and Business Services. Campus politics and dynamics create barriers to meaningful collaboration.

32% of employees disagreed with the statement:

*“There is a culture of collaboration between instruction, student services, and business services at Norco.”*



*“Instruction, student services and business services look like they are working together, but they don’t. Each department is only interested in what serves them, they don’t often have common ground.”*

**- Classified Professional, Survey Quote**

Reflect on underlying norms and beliefs within institutional documents to ensure they are truly promoting equity. It’s important to question the rationale, the assumptions, and ideas expressed through language.

17% of employees disagreed with the statement,

*“My colleagues at Norco have a shared understanding of what “equity means”*



*More transparency from our senior leadership and a decision making process that prioritizes student success, instead of the current priorities of our leadership that makes decisions based on increasing our revenue and FTES*

**ModernThink - Great Place to Work 2018 & 2019 Survey, Classified Professional**

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