

**5 Ps FRAMEWORK TO ADVANCE CGCC  
AS AN EQUITY-MINDED, ANTI-RACIST COLLEGE  
February 2024**

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**1. PLACES AND SPACES**

**Goal 1:** Ensure Protected, Culturally Affirming Spaces

**Goal 2:** Provide Universally Accessible Facilities and Technology

**2. POLICIES AND PRACTICES**

**Goal 3:** Support Students with Culturally Responsive Basic Needs, including Financial Support

**Goal 4:** Systematically Disaggregate Data and Assess Programs and Services to Close Opportunity Gaps and Ensure Student-Centered Policies (e.g., admissions, advising, etc.)

**Goal 5:** Practice Equity-Minded Stewardship and Budgeting

**Goal 6:** Practice Equity-Minded Governance and Leadership

**3. PEDAGOGY: CURRICULUM AND PROGRAMMING**

**Goal 7:** Develop Culturally Affirming and Responsive Instruction

**Goal 8:** Develop Culturally Affirming and Responsive Student Life and Programming

**4. PEOPLE AND CULTURE**

**Goal 9:** Develop Accountable, Culturally Affirming and Diverse Administration, Faculty and Staff

**Goal 10:** Develop College-Wide Capacity for Equity-Minded, Anti-Racist, Abolitionist, Trauma-Informed (Healing-Centered) and Continuous Improvement Mindset

**5. PARTNERSHIPS AND COMMUNITY**

**Goal 11:** Partner with the Community to Leverage Diverse Community Assets and Close Equity Gaps.