

The RP Group's **2022-24 Equity, Diversity, and Inclusion (EDI) Action Plan** served as a roadmap to put our commitment to EDI into practice. The purpose of the Action Plan was to bridge the gap before the creation and launch of **the organization's 2024-28 strategic plan**, which would integrate EDI such that a separate EDI action plan would no longer be needed.

The EDI Action Plan focused on **two primary goals** that were developed based on priorities and needs identified in our **Organizational Assessment** and **Demographics Surveys**. To fulfill our commitment to the IRPE community to report on our efforts toward meeting these two goals, below we share the following:

- What We Aimed to Accomplish
- What We Did to Achieve These Goals
- Our Progress Through June 2024
- What's Next

## Goal #1: Increase demographic diversification over the 2021 baseline figures externally (IRPE community) and internally (Board, staff, and consultants).

### IRPE COMMUNITY

#### What We Aimed to Accomplish

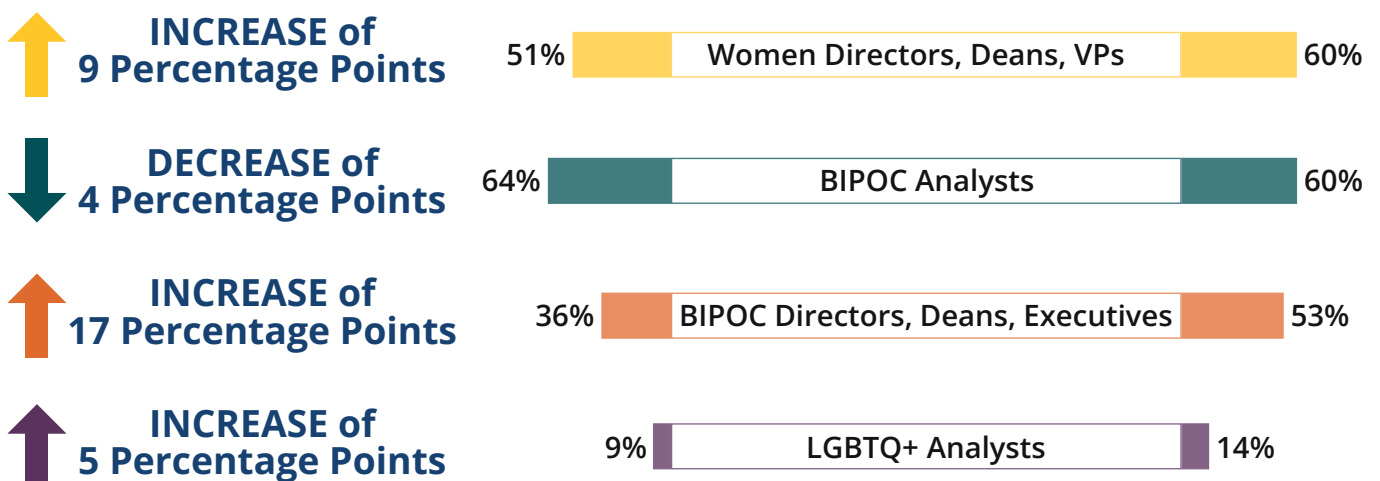
Based on the results from the 2021 IRPE Demographics Survey, increase the proportions of:

- Woman directors/deans/VPs
- Black, Indigenous, People of Color (BIPOC) across all IRPE positions
- LGBTQ+ analysts

#### What We Did to Achieve This Goal

- Administered IRPE Community Demographics Survey in fall 2023.
- Shared learnings from the **IRPE career trajectory project** with the IRPE community and on our website.
- Offered professional development to support the recruitment, hiring, retention, and advancement of IRPE professionals.

#### Progress Through June 2024 (2021 vs. 2023)



## BOARD

### What We Aimed to Accomplish

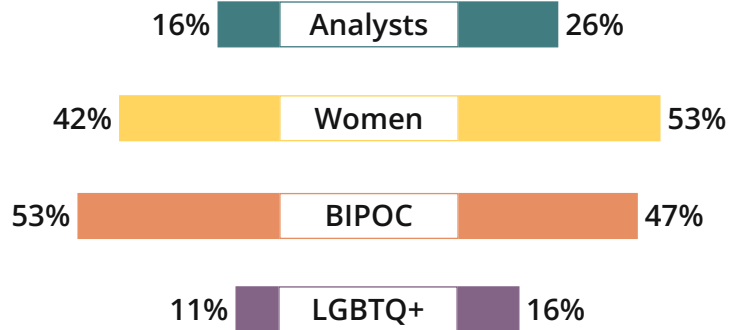
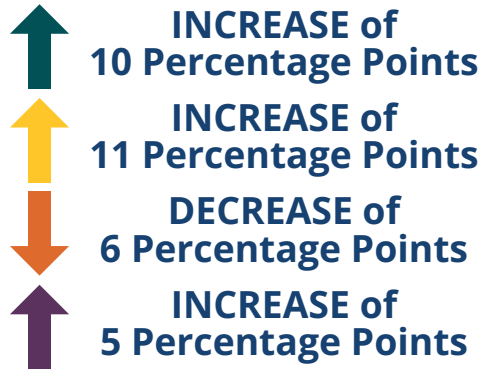
Increase the proportion of Board members who are:

- Analysts
- Women
- BIPOC
- LGBTQ+

### What We Did to Achieve This Goal

- Administered the Demographics Survey to all new and current Board members.
- Considered demographics when implementing the Board Recruitment Plan.

### Progress Through June 2024 (2021 vs. 2023)



## STAFF

### What We Aimed to Accomplish

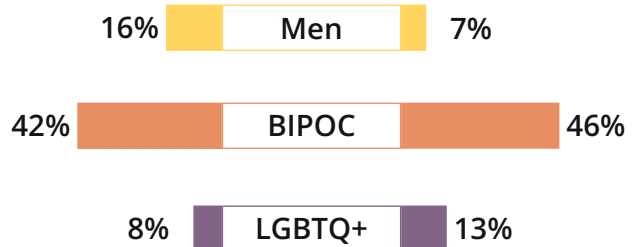
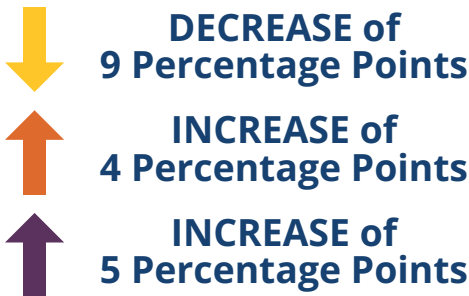
Increase the proportion of staff members who are:

- Men
- BIPOC
- LGBTQ+

### What We Did to Achieve This Goal

- Posted job announcements in targeted locations that are more likely to attract diverse applicants.
- Collected demographic information from job applicants and tracked it at each stage of the hiring process.
- Administered the Demographics Survey to all new and current staff.

### Progress Through June 2024 (2021 vs. 2023)



## CONSULTANTS

### What We Aimed to Accomplish

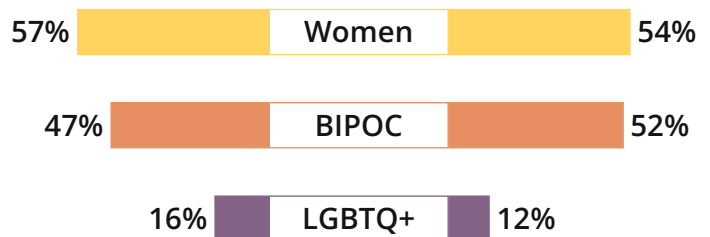
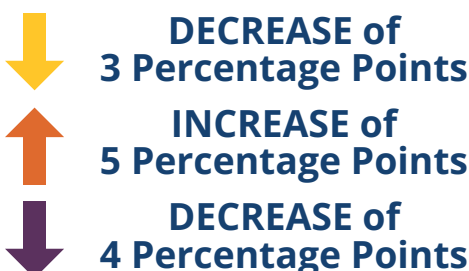
Increase the proportion of consultants who are:

- Analysts\*
- Women
- BIPOC
- LGBTQ+

### What We Did to Achieve This Goal

- Administered the Demographics Survey to all new and current consultants.

### Progress Through June 2024 (2021 vs. 2023)



\* Note: We did not collect data on consultants' positions prior to 2023.

## What's Next?

At our roots, The RP Group is here to represent institutional research, planning, and effectiveness (IRPE) professionals. As such, we recognize the importance of our role to accurately represent individuals both within the California Community Colleges system and within our organization. Overall, comparisons showed progress in diversifying our Board, staff, and consultant demographics, as well as important steps forward in increasing equity, diversity, and inclusion in representation within the IRPE community and the organization. The RP Group is taking the following steps to continue our work:

- Institutionalized these actions in [our 2024–28 Strategic Plan](#), with our goal to “Develop and sustain a robust and diverse pipeline of future researchers among California community college students.”
- Released a guide, “[Building and Sustaining Inclusive IRPE Offices](#),” to help ensure inclusive work environments that are capable of recruiting and retaining diverse, informed, motivated, and talented personnel.
- Post job announcements to attract diverse applicants and track applicants’ demographics at each stage of the hiring process.
- Administer the [Demographics Survey](#) to all incoming Board members, staff, consultants, volunteers, and the IRPE community; review survey results to determine relevant action items; and share the results with the IRPE community, actively soliciting ideas about how to diversify the IRPE pipeline.

## Goal #2: Develop internal and external constituents’ skills and competencies related to advancing racial equity.

We set specific target metrics related to our professional development offerings in support of the IRPE community. In addition, while we did not set numerical targets for our internal efforts, we identified specific actions we wanted to take to create spaces for our Board and staff to learn and practice their EDI skills.

### INTERNAL

#### What We Aimed to Accomplish

Create intentional spaces for Board and staff conversations on equity-minded topics.



#### What We Did to Achieve This Goal

- Began inviting all Board and staff to Equity, Diversity, and Inclusion Committee (EDIC) meetings, dedicating time at meetings for topic-driven discussions.
- Dedicated time at most staff meetings for EDI topics.
- Ensured that all Board and staff were invited to EDI-related professional development events.
- Created EDI onboarding course to orient new Board and staff.
- Provided ongoing EDI training for Board and staff.

#### Progress Through June 2024

EDIC meetings were opened to all Board and staff. In addition to the 16 committee members, we regularly have 7 to 10 non-member attendees. Discussion topics have included:

- Addressing concerns that EDI work is anti-White
- Courageous conversations
- Demographics Survey results

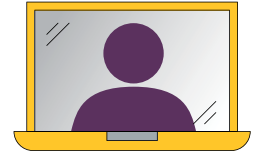
We engaged staff around EDI by:

- Asking staff to share at an all-staff meeting how they met their personal EDI goal(s) and brainstorming how to get staff more engaged in EDI efforts;
- Engaging staff in conversations about EDI-centered research projects (e.g., [African American Tipping Point Study](#), [Geographical Barriers](#)) at all-staff meetings; and
- Asking staff to provide feedback on the [Inclusive Language Guide](#).



Additional engagement efforts included the following:

- We regularly have staff attend our Equity Research and Social Justice Collaborative sessions and webinars on our EDI-related research projects.
- 10 new Board and 4 new staff members completed the EDI onboarding in Canvas, and 7 of these Board and staff members participated in a synchronous debrief meeting to discuss the course content.
- We developed and delivered training for the Board and staff on structural racism in the California Community Colleges (CCC) system and higher education as a whole.



## EXTERNAL

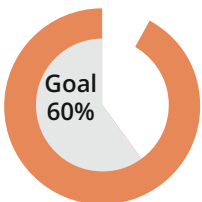
### What We Aimed to Accomplish

- 60% of CCC system's colleges/districts will have at least one IRPE employee attend RP Group EDI-related professional development.
- 80% of professional development sessions will support IRPE community within the context of EDI.
- 60% of all EDI professional development sessions will be focused on racial equity.
- 80% of professional development participants will report increased confidence in their EDI skills and competencies (as defined and identified based on the expectations for each event).

### What We Did to Achieve This Goal

- Facilitated conversations within the IRPE community on equity-minded topics and/or on racial equity topics at different events, including
  - Annual Community & Member Engagement Meeting
  - Equity Research & Social Justice Collaborative
  - IRPE Summer-to-Summer Institute
  - PIER to PIER
  - RP Conference
- Surveyed IRPE Summer-to-Summer Institute participants about changes over time to their own EDI skills and competencies.

### Progress Through June 2024



**92%** of CCC system's colleges/districts had at least **one IRPE employee attend RP Group EDI-related professional development.**

**Exceeded** our goal by **32 percentage points**



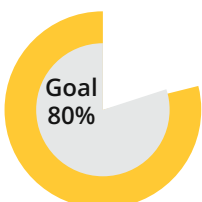
**79%** of professional development sessions supported IRPE community within the **context of EDI.**

**Within 1 percentage point** of our goal



**76%** of all EDI professional development was **focused on racial equity.**

**Exceeded** our goal by **16 percentage points**



**79%** of **2022-23 IRPE Summer-to-Summer Institute** evaluation respondents:

- Felt more prepared to engage practitioners in conversations about racial equity;
- Became more aware of the role of IRPE in advancing racial equity in CCCs; and
- Felt more empowered to be an agent of equity-minded change at their institutions.

**Within 1 percentage point** of our goal

## What's Next?

The RP Group recognizes that it is not enough to promote equity, diversity, and inclusion; we must proactively work to oppose racial inequity and lead social justice within the educational system. We must capitalize on our unique position as both a provider of research and professional development, and as the representative body for CCC IRPE professionals to advance equity and drive systemic change. The RP Group has taken/is taking the following steps to continue our EDI work:

- Committed in **our 2024–28 Strategic Plan** to *“Create, curate, and disseminate professional development specifically about antiracism and the role that IRPE professionals have in dismantling racist and other inequitable systems in education.”*
- Released a position paper, **“You Can’t Count If You’re Not Counted,”** as well as the **“Visibility Guide: An Examination of Aggregation and Suppression Practices in Race and Ethnicity Data,”** both of which focus on how data practices can hide or silence student experiences and offer recommendations for how researchers can employ data collection, analysis, and reporting practices that promote equitable outcomes.
- Collect demographics for professional development participants to assess whether certain groups are less likely to participate.
- Assess EDI growth among participants in longer-term professional development activities (e.g., IRPE Summer-to-Summer Institute).
- Develop and offer trainings and create spaces for the Board and staff to discuss EDI topics.
- Offer opportunities for the IRPE community to engage in facilitated conversations on equity-minded topics (e.g., Annual Community & Member Engagement Meeting, Equity Research & Social Justice Collaborative, IRPE Summer-to-Summer Institute, PIER to PIER, RP Conference).

The RP Group’s commitment to equity, diversity, and inclusion is woven into the fabric of our organization and will evolve as we grow personally and professionally as an organization and as individuals. For more information about our EDI efforts, please visit our webpages at [https://rpgroup.org/Equity\\_Diversity\\_Inclusion](https://rpgroup.org/Equity_Diversity_Inclusion).

We extend our deepest gratitude to the Board, staff, and IRPE representatives on our **EDI Committee**, between 2020–2025, for their service and contributions to this EDI Action Plan, our 2024–28 strategic plan, and to the mission and vision of The RP Group.

