

# Clackamas Community College

## Asset Mapping

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### Human Resource Capacity

- Implicit Bias training for hiring committees
- Expanding recruitment to try to hire a more diverse applicant pool
- Bilingual staff
- Intentional about providing sign language at large events
- Revisions in hiring process
- DEI experience
- Admin. evals
- Specific DEI's in interviews
- Professional development time
- Paid training
- Title IX coordinator
- Language in job postings
- Employees whose jobs are to deal with DEI issues
- Diversity of employees
- Professional development
- Students
- Staff professional development at NCORE (2)
- Strong ASG leadership
- President commitment
- Faculty skills – women's studies, communications, counseling
- Affinity groups
- Mandatory diversity interview questions
- Diversity training for staff – mandatory
- Advertising in more diverse areas
- Compliance enforces DEI
- Discrimination, grievance processes
- Implicit bias training for search committees
- DRC
- Vet Center
- ESL (ABS positions added)
- Title IX coordinator
- Job descriptions
- Nondiscrimination policies
- Hiring practices for Full time positions
- New employee orientation

- HR subcommittee of DEI
- Awareness/recognition of personal milestones and accomplishments
- Wide lens learning
- Changing practices (2)
- Job posting expanded
- More intentional hiring practices;
- DEI concepts threaded through hiring and recruitment processes
- advertising in targeted toward candidates of color;
- allowing interviewees to read questions beforehand.
- Safe Colleges (2)
- Representation in marketing
- Staff position in multi-cultural center
- HR DEI sub-committee
- hiring people with diverse backgrounds; updated hiring processes to include diversity-specific questions; some departments job postings containing diversity language in marketing to POC; overhauls of job descriptions to be more inclusive; posting of openings to sites tailored to specific groups; supporting development of affinity groups.

## **Skills**

- Learning institution
- Assessment
- Intercultural competence
- Trains – provide common language
- To better help all students/staff/ faculty & understand different perspectives
- Collaboration
- Communication
- Belong mindset
- Growth mindset
- Willingness
- Developing vocabulary
- Veteran Center
- DRC
- Professional Development
- DEI skill building Inservice
- Summer in-service for skills
- Teaching and learning shift towards student centered learning
- Multilingual staff
- DEI training and workshops (esp. DRC)
- “some radicals in our midst”
- Strong ABS & ESL programs
- ESL working with landscape program; Spanish speakers who provide bilingual presentations/workshops (i.e., Financial Aid).
- We are learning institution

- Curiosity & expertise in diverse subject areas
- Access to data via IR, i.e., demographic data, comparative internal/external

#### Programs

- Spanish GED;
- ESL Classes;
- IET program; ABS Programs; PASS;
- Job Smart; C-TECH; Vet Center; Workforce; Study Abroad; Career Center (Job Fairs);
- Vocational Ed Programs;
- SBDC.
- CARE
- DEI committee (2)
- Bystander Intervention training for students
- FYEF
- Multicultural awareness classes
- PASS program
- ESL outreach
- World language program
- Multicultural Center (4)
- Global learning committee
- Study abroad (2)
- Title IX
- Visiting scholars/speakers
- Girls who code
- Women in manufacturing
- LSAMP -underrepresented minorities in STEM
- Compose – diverse writers
- DRC (5)
- ESL program (2)
- PIE program (2)
- Distance learning
- GED program (English & Spanish) + jail GED
- Skill development
- Integrated into community
- IET program to support advancement of basic skills students
- Cougar Cave Food Pantry (2)
- FARL
- SAEP @ Harmony
- Senior tuition waiver
- Veteran priority registration

- Workforce programs
- Open Education Resources
- Horticulture IET (intensive education training)
- CTE Summer camps for under rep students
- Study Abroad
- EXITO grant & STEM talks
- PASS
- Bridge to Success
- Summer Scholars
- Counseling
- OEA fund for students
- Conversation project
- Course reserves
- Efforts to reduce book costs
- Efforts to equalize campuses
- Learning center
- Skills Dev.
- Vet Center (3)
- Mark lab
- Learning Center
- Jump Start
- Community Education
- 9 in 9
- PASS – multiple measure placement (2)
- LCOP program
- IET
- Student clubs, GSA, etc. (3)
- Library, access, content, eliminate fines

### **Initiatives**

- Growth mindset (2)
- Belonging mindset (2)
- “Yet!”
- Name campaign (5)
- Employee resource group
- DEI strategic plan
- Bathroom update
- Signage update
- Pronoun ribbons (2)
- Open access

- Prayer meditation space
- Lactation rooms
- Mentoring
- Early alert
- Application change
- DEI committees
- HAR ESL lab transition class (serves evening students that lack access to St. SVS)
- PASS program
- Guided Pathways
- Everybody Reads
- DEI subcommittee – pilot podcast
- Building resource Library
- Decolonizing the library
- Guided Pathways (5)
- SEM
- Global learning committee
- DEI strategic plan
- Food & clothing available
- Soy and almond milk available
- DEI tool kit
- Translating materials
- Navigator
- Gender neutral bathrooms
- Office of ed partnerships
- Fyi
- Skills day
- Strategic Enrollment Management (2)
- DEI consultants
- DEI committees and subcommittees (2)
- Bias training (2)
- Safe zone training (3)
- ORSA – added to bookmarks (for DACA students)
- DACA training
- Financial Aid services at Harmony
- Study abroad/ global learning
- Guided pathways
- FYFE, FYE
- Onboarding
- Multicultural Center
- Hiring consultants/DEI training

- Removing SSN from application
- Universal design
- DEU Ed re-design
- 2018 In-Service
- range of majors – scaffolding thereof;
- LCOP- skills development;
- high school offerings;
- summer campus;
- summer scholars program;
- skills competition;
- translations services;
- Guided Pathways, especially for 1st generation;
- EFAs

## Events

- Lunar New Year
- Black History Month
- Drunk Driving
- International Student Potlucks/Teas
- Bulletin Boards
- Community partnerships for events
- Multi-cultural week
- Disability Awareness Week
- Hispanic/Latino ASG outreach events
- Student built events
- Robin di Angelo (2)
- Resolutions NW training
- Oregon Humanities conversation project
- Bias training
- Equity partners – Fall Inservice
- Group of faculty - TLA conference session
- Multicultural week
- Study abroad
- Safe zone training
- Oregon Humanities Project
- Black history month events and activities
- API Heritage events and activities
- National Coming Out Day
- MCC library

- Lunar New Year
- Pride Month
- Sexual Assault Awareness Month/Title IX events and training
- Tabling info – MCC and ASG
- STEM Talks
- Trained instructors to deliver information in multiple methods
- All DEI sub-committee work
- All-gender restroom map
- GSA Club
- Informal learning areas for inclusiveness/belonging
- Work to form Employee Resource Groups (Affinity Groups)
- Day of the dead celebration (2)
- Guest speakers
- Concerts
- Plays
- Art displays
- Know your rights
- Latino festival (4)
- RSYLC (Russian speaking youth)
- Sexual assault awareness month (2)
- Cultural celebrations
- Implicit bias training
- Conflict resolution
- Conversation projects
- Wellness programs/events
- Expo and career fairs
- Speakers on campus + classroom visitors
- Employee workshops
- ASG celebrates variety of holidays + cultural programs
- Denim day
- GSA Alt Prom
- Inservices (3)
- June 22<sup>nd</sup>!
- MC Center
- Library – guest speakers (2)
- Veterans
- Dept. & division meetings. Dept chair/director meetings
- CAP
- Teaching and Learning
- 3 days to better teaching

- International week (3)
- Cultural events
- Plays
- dental services for under-insured
- Gallery shows
- Diversity trainings
- Board of Ed
- Commencement
- New hire orientation
- ASG events (2)
- Black History Month
- Theatre—Laramie Project

### **Ongoing Activities**

- Safe zone
- Outreach to local HS
- Supporting Oregon Promise
- Staff appreciation
- Title IX advocacy
- Student clubs
- ASG clubs
- Graduation
- Enrollment
- Getting started Steps
- Holiday events
- DRC
- Cougar cave
- Vet Center
- Multicultural Center
- Honor society
- Counseling
- FYE
- FYFE
- This DEI session
- Artists shows
- Health Sciences Open House
- Bilingual publications;
- FAFSA/ORSAA Events;

### **Relationships (internal/external)**



- DEI consultants
- Clackamas Women's Services (3)
- Advisory committees
- ESL building relationships with organizations supporting cultural competence
- Global learning committee
- Correction dept.
- Building Bridges
- Partnerships with CBO's like Clackamas co. worksource
- Oregon youth authority
- Bridging cultures program
- Intergovernmental agreements
- Connections to local schools
- High school partnership and community
- WorkSource
- CTECH / Easter Seals (2)
- High School Partnerships (2)
- Community Ed partnerships
- Legislature
- Board at CCC
- Businesses
- Advisory boards
- Faculty/prof. advisors
- Mission fulfillment comm
- Listening to students
- Associations Portland!
- Networks with county, metro, academic and professional
- Unions
- Community partners
- Foundation
- Two (2) CCC employees at CCC volunteer on equity board (LEDIC)
- Meetings with superintendents
- Clackamas Workforce Partnership
- OCB/DSAC
- Oregon City Library
- Great PDX Line/Link
- Clackamas County Corrections
- YMCA/ECE
- ORMATYCL conferences
- informal table talks and gathering native and non-native speakers;
- President Cook outreach to Russian Youth Conference;

- use of pronouns added to signature and name tags;
- non-discrimination policy and remove of she/he from Board of Ed. Policies.
- Libraries
- Campus Compact/Americorps
- Service Projects with Red Lodge Transition Center
- Policy/Processes
  - Changing collection processes
  - Admission process – open
  - Exploring how holds effect students

## Data

- Student demographics
- EYES survey (4)
- Intentional disaggregation of data
- Mapping all gender restrooms on campus
- Facilities data
- Removing financial barriers by examining regulations
- Disaggregating data to see trends with subgroups
- IR office (3)
- DIG committee
- Data informed grant writing
- Core themes
- Plans to gather more data thru navigate
- Reporting services
- Removing SSN from online application
- Questions on update form
- Preferred name project
- Surveys out to college employees & students' population & clients
- Collect and review data
- Reports
- Core theme indicators
- SEM planning
- Strategic plan indicators
- DEI survey
- Leavers survey
- Desegregated data
- DWFI rates
- Updates to Admissions Application – once a term students updates
- Collect, assess, act on demographic/performance data.

## Funding/Grants

- Ed partnerships programs for low SES
- Free lunch
- GED wrap around grant (3)
- Foundation mini grants (2)
- Writing OER mini grant
- Oregon promise
- Pell grant
- Emergency grants
- CCC Foundation scholarship
- Title II (2)
- Scholarships
- Workforce grants
- Title III?
- Foundation/Scholarships (4)
- ASG grants (2)
- Student funding via ASG & CCCG plus opportunities like Build EXITO
- Grants and contracts admin
- Prov Dev. Fund
- Foundation minigrants
- Scholarships
- Financial aid
- GI bill
- HS promise
- New grants office, coordinator (2)
- EXITO: grant for underrepresented students in the sciences, with PSU (4)
- STEP 50/50
- CAT; WIOA, TECh Hire
- Workforce/WIOA/Worksource
- TRIO Grant (potential)
- Title III Grant (potential)
- Athletics, ASG, Peer, Department Waivers
- Emergency Grants
- Transportation grants
- REBOOT Grants
- Childcare Grants
- Foundation Scholarships
- Fulbright; AAUW; BBOND

## Other

- Nurses from other countries trained to work in US—TechHire grant for CAN student training
- Visual reminded
- ISPS
- Library Reduction fee
- IR dept.
- Unisex bathrooms
- Handbooks
- Scholarship support \$
- Strength of business office
- Progressive HR dept. (new CHRO)
- DACA
- Flexible grading
- Curriculum development choices
- Proactive mentoring
- Scholarships & grants
- Multicultural center
- Library DEI collection
- Sabbatical “decolonizing the library”
- Individual commitments- hiring – email pronouns
- All Gender bathrooms in all new buildings
- Welcome in many languages in library
- Contract with translation services
- Ensure ASL for public events (specifically graduation)
- Accommodations for disabilities
- Making campus available to community
- Universal design
- The college participates/engage community programs
- Library providing accessible texts for low-literacy learners;
- DEI Library;
- staff/faculty/stats posting of diversity signage in offices and around campus;
- including diverse populations in our printed materials (advertising/flyers).
- Being more inclusive in language