

# DEI Strategic Plan Feedback Session Materials



## DRAFT DEI DEFINITIONS, VISION, & VALUES

### Definitions

National best practice language was used to shape and influence prompts for the definition development of the terms “diversity, equity, and inclusion” within the context of higher education and CCC. We view diversity as a spectrum of personal and social identities, and these intersections are framed in what Arredondo & Glauner<sup>3</sup> describe as personal dimensions of identity—all of which connect to a multicultural experience and context.

**Diversity.** The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, physical ability or attributes, religious or ethical values systems, national origin, and political beliefs<sup>4</sup>.

### **Equity.**

Ensuring that everyone has support and access to the resources needed to be successful and striving to identify and eliminate barriers that have prevented the full participation of some groups.

- Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

**Inclusion.** Involvement and empowerment, where the inherent worth and dignity of all people are recognized. An inclusive institution promotes and sustains a sense of belonging; it values and practices respect for the talents, beliefs, backgrounds, and ways of living of its members<sup>6</sup>.

### Vision Statements

- To engage all students in an inspiring, transformational journey to success.
- Create life-changing opportunities and advance equity through inclusive excellence, mentorship, and learning.
- To create and affirm a culture of curiosity, critical thinking, and embracing diversity to prepare students and the college community to engage and lead in a culturally and globally diverse world.

### Shared Values

- **Belonging.** Clackamas Community College strives to address, explore, educate, learn about and respond to the diversity of the human experience.
- **Empathy.** Clackamas Community College prepares our students to successfully understand people with diverse perspectives and backgrounds by teaching critical thinking, empathy and a deeper appreciation of others.
- **Respect.** We create an inclusive, equitable, culturally competent and supportive environment where staff, faculty, students, and administrators model behavior that enriches our community.
- **Student Success.** We affirm and prioritize equity and inclusion of academic and student success principles and practices.

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## DRAFT DEI STRATEGIC PRIORITIES, GOALS, & OBJECTIVES

The comprehensive environmental scan completed in Spring 2019 produced a list of emerging themes for students and employees. As summarized in the [DEI Strategic Planning Development Progress Report](#), the six themes are as follows:

- Eliminate student equity gaps
- Implement shared definitions of diversity, equity and inclusion
- Increase DEI-related communication, training and professional development
- Strengthen recruitment, hiring, onboarding, and retention practices which address and advance DEI
- Develop, implement, and assess culturally responsive pedagogical practices to support student success
- Build capacity for all employees to prioritize DEI work

These themes provide the foundation for the transformational work to guide the development of the Strategic Plan for Diversity, Equity, and Inclusion. From those themes, the DEI Strategic Planning subcommittee drafted three strategic priorities to advance DEI work at CCC.

These priorities target the work needed to generate an institution-wide cultural shift needed to create an environment where students and employees feel a sense of belonging and understanding required for success.

### **Strategic Priority 1: Build a diverse, equitable and inclusive culture**

#### **Goal 1: Develop a DEI lens that works for CCC**

- **Objective 1:** Assess the structural changes (role clarification, other support) needed to increase the support provided to the DEI Committee (design, processes, and organization).
- **Objective 2:** Train staff and faculty to understand and apply the DEI lens
- **Objective 3:** Create a system of accountability to ensure consistent application of the DEI lens
- **Objective 4:** Utilize the DEI lens to evaluate and revise college initiatives, policies, processes, and procedures to sustain this cultural shift

#### **Goal 2: Advance DEI in all elements in all of our work, and build capacity to do DEI work for all employees**

- **Objective 1:** Provide the DEI Committee/subcommittees with funding and focused training
- **Objective 2:** Utilize the equity lens to evaluate recruitment, hiring, selection, onboarding, and retention policies and practices
- **Objective 3:** Create an Office of Diversity, Equity and Inclusion to coordinate, synergize and enhance current DEI-related efforts

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## **Goal 3: Develop the training and professional development opportunities needed to grow cultural competency for all employees**

- **Objective one:** Establish a comprehensive training (certificate) program that balances foundational learning and personal exploration of DEI principles
- **Objective two:** Provide ongoing support to CCC's Employee Resource Groups to create a sense of belonging and understanding amongst CCC's employee population
- **Objective three:** Develop and host an annual mandatory DEI Summit that all CCC employees attend

## **Strategic Priority 2: Eliminate equity gaps for students**

Identify and address systemic challenges and barriers to recruitment, retention and completion, particularly for students from historically underrepresented backgrounds.

### **Goal 1: Identify and address barriers and challenges in recruiting historically marginalized populations**

- **Objective 1:** Create a system for identifying allies in the high schools, such as affinity groups and advocates
- **Objective 2:** Enhance CCC's already-existing initiatives, programs, and services that work to overcome the barriers preventing marginalized populations from enrolling at the college
- **Objective 3:** Continue to build partnerships within the community, including community organizations, employers, and public services

### **Goal 2: Create a concerted effort to address structural changes required in order to create a sense of belonging at CCC for all our diverse student body**

- **Objective 1:** Create collaborative efforts across the college to be better informed and to meet the needs of students who have a higher risk of withdrawing from the college
- **Objective 2:** Provide all employees with opportunities to learn and maximize the part each of us play in student success
- **Objective 3:** Integrate with Guided Pathways and Strategic Enrollment Management (SEM) in order to most effectively support student success

### **Goal 3: Discern and address the key moments when and why underrepresented students withdraw from CCC**

- **Objective 1:** Add capacity to data-collection efforts, such as the Leavers Survey, to inform and direct our work
- **Objective 2:** Leverage student peer group networks (ASG, Peer Tutors, STEM Club) to increase retention and promote completion

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## **Strategic Priority 3: Advance equitable and inclusive teaching and learning practices**

Transform teaching practices, communications, course resources, learning outcomes, and learning environments both inside and outside the classroom in order to recognize, welcome and respect our diverse student population.

### **Goal 1: Align policies and procedures with DEI principles to reflect and require equitable and inclusive teaching practices**

- **Objective 1:** Apply the DEI lens consistently to all instructional college policies and procedures
- **Objective 2:** Adopt communication and training measures to ensure instructional policies and procedures are understood and followed
- **Objective 3:** Create a system of accountability to ensure consistent application of the DEI lens to instruction

### **Goal 2: Build institutional capacity to support the development and implementation of DEI informed/responsive teaching and learning practices**

- **Objective 1:** Allocate resources to increase capacity for Instructional Support and Professional Development (ISPD), including additional staffing
- **Objective 2:** Perform an environmental scan of faculty in order to identify barriers and opportunities in creating equitable and inclusive teaching and learning practices
- **Objective 3:** Develop a universal set of teaching and learning practices to ensure equity and inclusivity

### **Goal 3: Facilitate CCC spaces and environments that are safe, welcoming, and inclusive for our diverse population**

- **Objective 1:** Apply the DEI lens to CCC space and environments
- **Objective 2:** Develop and adopt a set of principles that will guide decisions, resource allocation, and use of CCC's space and environments
- **Objective 3:** Create a system of accountability to ensure consistent application of the DEI lens to CCC space and environments