

Clackamas Community College Diversity, Equity and Inclusion (DEI) Strategic Plan Scope of Work FAQ

1. Why is Clackamas Community College developing a DEI strategic plan?

- a. Through the college's vision, mission, and values, we have a responsibility to students and employees to identify and address inequities and to be a central partner in all diverse communities in which we serve. The purpose of the DEI strategic plan is to identify, align, and prioritize college-wide efforts to accomplish this work. This strategic plan development process will be inclusive and provide direction to the college for implementing DEI initiatives for the next three years.

2. Who are the consultants that will be working with the College on this plan?

- a. The college has contracted with the consulting firms Global Leadership Solutions, LLC (GLS) and Transcend Consulting Group, LLC (TCG) to work hand in hand with the CCC community to help support plan development. GLS and TCG, represented by Dr. Ata Karim and Dr. Luca Lewis respectively, are based in Washington. They have extensive experience with organizational development, cultural competence, strategic planning, and institutional assessment – especially with community colleges. They were selected after a thorough request for proposal process conducted by members of the DEI committee in conjunction with Business Services.

3. How long will the DEI strategic planning process take?

- a. Planning and development is already underway and will conclude in December 2019 for deployment of the plan in January 2020.

4. How will the DEI strategic plan help students and employees and shape the future of the college beyond three years?

- a. The goal is to integrate strategic and work plan goals and outcomes into daily habits, practices, and decision-making with the intentional purpose of eliminating equity gaps.

5. Who gets to participate in the DEI strategic planning process?

- a. CCC wants to ensure a high level of college and community engagement in the development of the strategic plan. We ask that students, employees, and community stakeholders engage and participate in this planning and development process.

6. How can I participate in the DEI strategic planning process?

- a. There will be various ways you will be able to participate. In conjunction with the consultants, the DEI Committee will be scheduling and coordinating a campus climate

survey, town halls, and focus groups through the end of spring. The DEI Committee in partnership with College Relations and Marketing and Associated Student Government (ASG) will announce engagement activities and encourage participation. Once this feedback is collected from the college community, work on the strategic plan itself will take place in the fall, and the DEI committee will seek input on the various iterations before it is presented to the Board of Education.

7. Is participation in DEI strategic planning activities safe? Confidential? Who will see or hear my responses?

- a. The online survey will be anonymous, and the data will be reviewed and analyzed by the consultants. Results will then be shared with the college community. While other planning activities are not guaranteed to be confidential, the DEI Consultants, the DEI Committee, and college leadership affirm safe and supportive spaces where ideas and perspectives are heard and respected.

8. How can individuals submit comments privately?

- a. Private comments can be submitted to the DEI consultants throughout the plan development process. Email contact information is as follows:
 - i. Dr. Ata Karim – dratakarim@gmail.com
 - ii. Dr. Luca Lewis – luca.e.lewis@gmail.com

9. How will this work impact my job and career?

- a. This work will enable and support college employees to create a more equitable and inclusive environment at CCC. There will be opportunities for everyone to develop their knowledge around diversity, equity, and inclusion. This knowledge will benefit folks as individuals, here at CCC and beyond.

10. How will we add this work into what we already do (I am too busy)?

- a. Part of the strategic plan will identify how to integrate diversity, equity, and inclusion efforts in all of our work, and not necessarily have just one person or office “do” diversity. It takes everyone’s efforts to mitigate inequities and ensure all individuals feel welcome at CCC. We hope that everyone will want to provide input as to how to best make this happen.

11. What is a college climate survey?

- a. A college climate survey is an assessment tool used to gather information about the student and employee experience at CCC. This will help us identify and find solutions to improve the experience of students and employees, especially the diverse students and employees at Clackamas Community College.

12. Who is developing/leading the planning process?

- a. The consultants are working closely with the DEI Committee and other stakeholder groups to develop the plan according to the timelines set by the college for this work.

The DEI Committee has been charged by the President to serve as the lead group for the College in the development of the planning process.

13. Will part-time faculty be compensated for participation?

- a. Yes. Please submit requests for compensation like other committee involvement.

14. What about food or child care if participating in the events?

- a. This is not something that is being provided, but it is hoped that support from college leadership to attend during one's typical work time - or compensation for part-time staff - would enable employees to make such arrangements. Please speak with your supervisor if you need further accommodations.

15. How will I hear about the events? Where can I get more information?

- a. Events will be announced through a variety of internal communications by College Relations and Marketing. Moreover, we are going to have a virtual site where you can follow the progress of the planning process. Through online resources such as Moodle, as well as physical bulletin boards, the DEI committee will provide information about upcoming events and opportunities to participate to the college community on regular basis.