

**STANDING COMMITTEE**  
**ANNUAL REPORT TO COLLEGE COUNCIL**

**Clackamas Community College**

**DUE DATE:** 2.27.19

*Submission Date:*

<b>Year:</b> 2018-19		<b>Committee Name:</b> <i>Diversity, Equity, and Inclusion</i>	
<b>Committee Chairs:</b> Jaime Clarke John Ginsburg		<b>Committee Members:</b> Alissa D Mahar, Ariane Mabano (Student-Multicultural Center), Caleb Feldman, Christina Bruck, David Plotkin, Gabi Romero (Student – ASG), Jeff McAlpine, Kandie Starr, Klaudia Cuevas, Lisa Anh Nguyen, Patrick Smida, RB Green, Stephanie Schaefer, Vanessa Vicente	
<b>College Council Liaison:</b> <i>Jaime Clarke/John Ginsburg</i>			
<b>Location of Minutes:</b> <a href="http://webappsrv.clackamas.edu/committees/DEI/index.aspx?content=meetings#body">http://webappsrv.clackamas.edu/committees/DEI/index.aspx?content=meetings#body</a>			
<b>Committee Meeting Schedule:</b> <i>2<sup>nd</sup> and 4<sup>th</sup> Fridays, 9:30am-11am</i>			
<b>Committee Rotation Schedule:</b> <i>Currently appointed by President; future rotation schedule to be discussed by committee</i>			
<b>Charge/Mission of Committee:</b>  Clackamas Community College strives to address, explore, educate, learn about, and respond to the diversity of the human experience.  We prepare our students to successfully understand people with diverse perspectives and backgrounds by teaching critical thinking, empathy, and a deeper appreciation of others.  We create an inclusive, equitable, culturally competent, and supportive environment where staff, faculty, students and administration model behavior that enriches our community.			
<b>Goals/Objectives for Year:</b>  <ol style="list-style-type: none"> <li>1. To engage with a consultant to help develop a comprehensive strategic diversity plan for the College</li> <li>2. To conduct at least 1 staff training per term</li> <li>3. To encourage participation and involvement in DEI activities through the subcommittees</li> </ol>			

4. To regularly communicate with the College Community about DEI progress and activity

*Other Issues Dealt With, if applicable:*

- How to establish affinity groups for employees
- How to handle art in an inclusive manner
- How to address diversity “backlash” (white fragility)
- Helping to enhance the Multicultural Library in the Community Center

*Outcomes of Year’s Goals and Objectives:*

1. A consultant group (GLS/TCG) was successfully hired after a thorough RFP process. Introductory meetings have begun to acquaint the consultant group with key College stakeholders. An assessment will reach across the College community through surveys and in-person meetings, and the timeline for this assessment is currently being finalized. By May, the assessment work will be complete, and draft work on the strategic plan will begin. The final strategic plan is due to the Board in December.
2. Staff trainings conducted this year:
  - 4 Safe Zone Trainings
  - Bias Training
  - Veterans Training
  - DRC Training
  - 2 Immigration/DACA Trainings
3. Advertising for DEI subcommittee involvement began at the Fall Inservice, and has remained in the form of table tents around the College. Response from the community has resulted in over 50 people participating in the 6 subcommittees.
4. Two all-staff newsletters have been written. Bulletin boards in 4 College locations, and a Moodle page, are also being established to keep the community informed about progress related to the strategic plan development with the consultants.

*Current and Future Issues:*

- Development of the strategic diversity plan: Assessment via surveys and focus groups to take place in April. Draft plan work to start in Spring term and complete in Fall term.
- Review of DEI membership, and how to be most inclusive.
- Review of DEI purpose beyond the strategic plan, and insuring equity and inclusion.
- Maintaining communication and transparency with the College communities.
- Developing a podcast for faculty/staff on DEI issues.
- Creating a Little Free Library with DEI materials
- Partnering with LEDIC (Leaders for Equity, Diversity, and Inclusion Council) in Clackamas County and Oregon City Library on local DEI efforts