

DEI Strategic Plan Update



Education That Works



Where we have been

- Spring 2019
 - Campus Climate Survey
 - Visioning Sessions
 - Focus Groups
- September 2019
 - Progress Report
 - Highlighted concerns of underrepresented populations feeling less welcome
 - Data Review
 - Retention/Completion rates lower for students of color
- October 2019
 - Development of Priorities, Goals, Objectives
 - Feedback Sessions

Where we are

- Winter 2020
 - Incorporated feedback on goals and objectives
 - **Finalizing action steps and timeline to accomplish the goals**
 - **Communicating with departments (ISPD, CRM), committees (ARC, ISP), initiatives (GP, SEM) who will be partners with goals and action steps**
 - Working with consultants to compile plan document

Three Strategic Priorities

1. Build a diverse, equitable and inclusive culture
2. Eliminate equity gaps for students
3. Align the instructional culture with well-researched and data-supported principles and practices of equitable and inclusive teaching and learning

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

Goal	Objective	Action Items	Responsibility	Timeline	Success Measures/Indicators
Build capacity for DEI Work at CCC	Create an Office of Diversity, Equity and Inclusion to coordinate, synergize and enhance DEI-related efforts				
	Provide the DEI Committee/Subcommittees with ongoing funding				
	Implement structural changes (role clarification, organization etc.) to the DEI Committee and Subcommittees needed for the DEI Committee to successfully support DEI strategic and operational work for the College				
Develop a DEI lens that works for CCC	Build the knowledge and skills needed for the DEI Committee to create and implement a DEI Lens	Identify & Provide necessary training Research potential models and plans Create the Lens Establish a DEI Lens Team to support training, use of and tracking of the Lens			
Utilize the DEI Lens to create a more diverse, inclusive and equitable experience for students and employees and to sustain cultural change over time	Collaborate with College Committees and initiative groups to ensure the Lens is applied to the strategic work of the College	Establish collaborative planning strategies that utilize the Lens Partner with the Lens Team to apply the Lens to the College's strategic initiatives Revise initiatives as needed to incorporate Lens results			
	Apply the DEI Lens to college(Board, Operational, Department?) policies	Identify student and employee centered policies and procedures which create inequities Partner with the Lens team to apply the Lens to policies Revise policies to eliminate or mitigate inequities			
	Utilize the DEI lens to evaluate and revise informal college processes	Identify systemic informal processes which create inequities Partner with the Lens Team to apply the DEI Lens to informal processes Revise informal student or employee based processes to eliminate or mitigate inequities			

Build a diverse, equitable and inclusive culture

- Build capacity for DEI work at CCC
- Develop a DEI Framework that works for CCC to apply across systems
- Utilize the DEI Framework to create a more diverse, inclusive and equitable experience for students and employees and to sustain cultural change over time

Build a diverse, equitable and inclusive culture

- Provide learning opportunities to grow cultural competency and enable employees to incorporate DEI principles into their work
- Ensure the employees of the College reflect the diversity of the students we serve

Eliminate equity gaps for students

- Reduce barriers for recruiting and onboarding underserved students
- Improve the sense of belonging for our diverse student body
- Increase persistence and completion for underserved students

Align the instructional culture with well-researched and data-supported principles and practices of equitable and inclusive teaching and learning

- Create and revise instructional policies and procedures to prioritize equitable and inclusive teaching practices by recognizing and eliminating unconscious and conscious systemic biases and barriers and replacing them with conscious efforts toward inclusion and access

Align the instructional culture....

- Build institutional capacity to implement equitable and inclusive teaching practices throughout the Clackamas Community College faculty culture
- Create and support instructional materials, resources, spaces and environments that promote equitable and inclusive teaching and learning.

Things to keep in mind

- Multi-year plan
- Intersections with departments
- Collaborate to inform each other's work
- Identifying overlaps in the data and dashboards

Diversity, Equity, and Inclusion (DEI) Updates



For more information, visit www.clackamas.edu/diversity