HIGHLIGHTS OF AY19-20 DEI PLAN PROGRESS
Report to President’s Council, May 12, 2020

GOAL I: STUDENT SUCCESS & RETENTION
a. New DEI Communications campaign launched – Student-focused
b. Initiated diversity conversations with Student Groups/organizations
c. Hired Student Worker to focus on DEI student communications
d. Coordinated SCC Speaks Freely sessions for LGBTQ+
e. Partnered with ESL and ISS students to assure inclusion
f. Conducted cross-cultural training with specific staff working with diverse populations. More training sessions planned.
g. Coordinated call team to reach out to “academically distressed” students during the spring 2020 semester, due to pandemic remote learning environment.

GOAL II: FACULTY/STAFF TO MIRROR DIVERSE STUDENT POPULATION
a. Expanded job posting sources to attract more diverse candidates
b. Helped revamp employee recruitment materials to assure inclusivity
c. Worked with HR to improve search committee process to assure low/no bias
d. Professional Development of Cultural Diversity training initiated

GOAL III: PROVIDE INCLUSIVE, MULTICULTURAL STUDENT CAMPUS EXPERIENCE
a. Hosted first Hispanic Heritage Fiesta for students
b. Launched inaugural International Festival & Market for students & community
c. Created new DEI Page on SCC website as a resource to students, faculty, staff and community
d. Held LGBTQ+ Celebration Day with series of informational, interactive sessions
e. Facilitated Black History Month
f. Helped coordinate Women’s History Month events
g. Prepared a Multicultural Religious Holidays/Observances resource for faculty
h. Planned Cultural Immersion experience in STL city (cancelled due to pandemic)

GOAL IV: Prepare students for Global Society through experiential cross-cultural opportunities.

a. Engaged International students through interactive events, activities, and as individuals
b. Helped promote the Study Abroad program across campus
c. Increased exposure of ESL student presentations of their countries of origin through “International Festival & Market” and “Cultures Around the World” days.
d. Promoted Global Studies and Diversity Studies Certificates on DEI webpage

GOAL V: Increase recruitment of diverse students through increased SCC D&I awareness.

a. Helped create a new DEI communications message on campus and via social media.
b. Initiated outreach to area high school multicultural student organizations with “SCC is inclusive” message.
c. Supported ISS efforts in recruitment of international students.

A consolidation and analysis of data to determine Goal Measurement status is in progress at the time of this report.

Report Respectfully Submitted by:
Martha Garcia Kampen, Chief Diversity & Compliance Officer and BRIDGE Committee Chair