

# DIVERSITY, EQUITY & INCLUSION PLAN

SP2021-SP2023

PRESIDENT'S COUNCIL APPROVED 2-11-21

The DEI program exists to support the college mission of preparing our students for success in a diverse global society. We do this by providing inclusive opportunities of cross-cultural experiences, education and professional development that lead to a greater understanding of others, and by enriching our community with a variety of culturally-educational events and partnership opportunities. Diversity is a strength and a resource that enhances the learning and working environment and contributes to institutional excellence.

*Due to the Covid Pandemic of 2020-2021, combined with the elevated social awareness and discussion of racial injustice and systemic racism, revisions were deemed necessary to the 2018-2021 DEI Plan, ahead of the full term of the Plan. This new SP2021-SP2023 DEI Plan is the result.*

## **The 2021-2023 DEI Plan builds on the 2018-2021 Plan.**

- > Emphasis is placed in **Goal #1**, Student Success and Retention, with new objectives to achieve. Also an introduction of High Impact Learning Programs are included to establish lead measures, rather than relying on the goal lag measures in this most critical area.
- > One will note that progress has been made in the achievement of **Goal #2**, the diversification of faculty and staff. This plan continues on this trajectory.
- > **Goal #3** recognizes that much of this work must be accomplished cross-divisionally with Student Services and Academia.
- > **Goal #4** has been broadened as well.
- > Due to the launch of the Multicultural Student Services office, a new **Goal #5** was determined. This new goal aspires to build new community partners in support of SCC DEI efforts.

**Diversity** describes us as unique individuals and as individuals with multidimensional identities which may be expressed externally or internally. These identities include, but are not limited to:

*age/generation, disability, education, ethnicity, gender, gender identity or gender expression, geographic location, immigration or visa status, language/linguistic ability, marital/single status, military/veteran status, national origin, parental status, political perspective, race, religion/spiritual beliefs, sexual orientation and socioeconomic status.*

**Inclusion** is an environment where every individual and group feels welcomed, respected, supported and valued as a fully participating member; a place where participants are encouraged, and have the opportunity, to achieve their full potential.

**Equity** assures fair and just practices and policies so that all campus community members have equal access to opportunity and advancement. Being equitable means acknowledging and addressing structural inequalities – historic and current – that advantage some and disadvantage others.

## STRATEGIC PLAN 2019-2023 (for reference)

**Goal 5: Diversity** – Develop strategies to impact inclusivity, equity, and social justice for faculty, staff, students and the community.

OBJECTIVES	STARTING BENCHMARK	GOAL OUTCOME	STATUS
<p><b>Increase success and retention rates of our racial minority student groups to equal nonminority rates.</b></p>	<p>Grad Rate of 19.4% FA19 @ 3 years Transfer Rate of 23.9% FA19 @ 3 years Retention Rate of 10% FA19 @ 3 years</p>	<p>Graduation and Transfer Rates equal to or greater than non-minority/white students. <u>First-year</u> Retention Rates equal to or greater than white students.</p>	
<p><b>Close gap toward a more Diverse Faculty and Staff to reflect diverse student population.</b></p>	<p>All employees @ 11% FA20 FTF @ 14% PTF @ 8% FTS @ 17% PTS @ 7%</p>	<p>Faculty, Staff, Administration to reflect racial mix of students (FA20 @23%)</p>	
<p><b>Provide a welcoming, inclusive, multicultural campus experience.</b></p>	<p>25% of all students, 35% of minority students perceive discrimination (DLE FA17 Survey)</p>	<p>Reduce to &lt;10%</p>	
<p><b>Prepare students for the Global Workplace.</b></p>	<p>30.1% of student participants agree with "cultural understanding" statement in SOS (CY2019)</p>	<p>Increase to &gt;50%</p>	
<p><b>Build collaborative Community DEI Partners to enrich Student Experience.</b></p>	<p>Starting initiative in 2021</p>	<p>Secure a minimum of six community DEI Partners and \$50,000 in DEI Support Funding.</p>	

<b>DEI PLAN GOAL #1</b>	<b>BENCHMARK</b>	<b>GOAL OUTCOME</b>	
Increase Success and Retention rates of our racial minority student groups to equal non-minority rates.	Grad Rate of 19.4% FA19 @ 3 yrs Transfer Rate of 23.9% FA19 @ 3 yrs Retention Rate of 10% FA19 @ 3 yrs	Graduation and Transfer Rates equal to or greater than non-minority students. First-year Retention Rates equal to or greater than non-minority students.	
<b>OBJECTIVES</b>		<b>STATUS</b>	
<b>A. ESTABLISH &amp; PROMOTE ONE OR MORE NEW HIGH IMPACT LEARNING OUTCOME PROGRAMS FOR MINORITY STUDENTS</b>			
Working with new Multicultural Student Engagement office, consider First-Year Experience, Academic Seminars, Global/World Culture studies, Diversity studies, Service Learning, Internships and Mentorships tailored to diverse, racial minority and LGBTQ+ students.			
<b>B. PROVIDE AVENUES FOR STUDENT SUCCESS AND LEADERSHIP DEVELOPMENT</b>			
<ol style="list-style-type: none"> <li>1 Launch on-going MOC Student Success Program; support MOC Success Coaches</li> <li>2 Support Harris-Stowe students with "culture shock program"</li> <li>3 Co-op with Multicultural, Genders, Global &amp; International Student groups</li> <li>4 Provide opportunities for diverse students to get to know DPS</li> <li>5 Provide content for College 101 (First Year academic seminars)</li> <li>6 Provide regular DEI Training for all students</li> <li>7 Co-op with Civic Engagement &amp; Action Committee (Service Learning)</li> </ol>			SP21 Initiated MOC Program.
<b>C. PROVIDE DEI SUPPORT RESOURCES FOR THE CLASSROOM</b>			
Conduct regular DEI PD for faculty to support the learning experience of diverse students.			
<b>D. PARTNER WITH DIVISION OF STEM TO INCREASE NUMBER OF WOC IN STEM PROGRAM</b>			
<b>E. ELIMINATE BARRIERS TO SUCCESS/RETENTION THROUGH REVIEW &amp; REVISION OF POLICIES &amp; PROCEDURES</b>			
Utilize CCSSE Survey-initiated FA20 to identify barriers.			

<b>DEI PLAN GOAL #2</b>	<b>BENCHMARK</b>	<b>GOAL OUTCOME</b>
Close gap toward a more diverse Faculty and Staff to reflect the diversity of student population.	All employees @ 11% Racial Minority FA20 FTF @ 14% PTF @ 8% FTS @ 17% PTS @ 7%	Faculty, Staff and Administration to reflect the racial mix of students (FA20 @23%).
<b>OBJECTIVES</b>	<b>STATUS</b>	
<b>A. LEARN FROM FACULTY &amp; STAFF DIRECTLY</b>		
Research and recommend mechanism for employee feedback about issues related to diversity, equity and inclusion.		
<b>B. PROFESSIONAL DEVELOPMENT IN DEI</b>		
<ol style="list-style-type: none"> <li>1 Continue to provide DEI PD offerings. Consider a certification of diversity or bias training completion.</li> <li>2 Launch a Minority Fellows Program (coordinated through MCCA DEI Initiatives)</li> <li>3 Support launch of Visiting Scholars (2-year) Program</li> <li>4 Develop career progression for POC into leadership positions.</li> </ol>		<p>FA2020 initiated</p> <p>FA2020 initiated</p> <p>FA2020 initiated</p>
<b>C. REVIEW AND IMPROVEMENT OF THE HIRING PROCESS</b>		
<ol style="list-style-type: none"> <li>1 Compile and analyze data FA2020 initiated</li> <li>2 Determine best avenues for proactive recruitment of diverse applicants.</li> <li>3 Review all steps to New Hire to determine opportunities to remove bias or improve inclusiveness. FA2020 initiated</li> <li>4 Establish On-boarding programs to assure diverse candidates are welcomed and supported through first year of hire</li> </ol>		
<b>D. INCORPORATE RECOMMENDATIONS FROM THE PRESIDENT'S COUNCIL ON RACE &amp; DIVERSITY</b>		
		FA2020 initiated

<b>DEI PLAN GOAL #3</b>	<b>BENCHMARK</b>	<b>GOAL OUTCOME</b>
Provide a Welcoming, Inclusive, Multicultural campus experience.	25% of all students, 35% of minority students perceive discrimination (DLE FA17 Survey)	Reduce to <10%

<b>OBJECTIVES</b>	<b>STATUS</b>	
<b>A. GROW DIVERSITY &amp; MULTICULTURAL CLUBS &amp; ORGANIZATIONS</b>		
<b>B. CO-HOST DEI EVENTS &amp; ACTIVITIES THROUGHOUT YEAR</b>		
<b>C. INCREASE RECRUITMENT &amp; SUPPORT OF MINORITY STUDENTS THROUGH STUDENT SERVICES/OFFICE OF MULTICULTURAL STUDENT ENGAGEMENT</b>		
<b>D. CONDUCT STUDENT FOCUS GROUPS ANNUALLY TO CHECK THE PULSE IN THIS GOAL ATTAINMENT</b>		

DEI PLAN GOAL #4	BENCHMARK	GOAL OUTCOME	
Prepare students for a diverse, global society and workforce.	30.1% of student participants agree with "cultural understanding" statement in SOS (CY2019)		
OBJECTIVES	STATUS		
<b>A. INCREASE NUMBER OF INTERNATIONAL STUDENTS</b> Work with International Student Services office and English Language & Cultural Institute to better support international and non-domestic students.			
<b>B. INCREASE SUCCESS OF STUDY ABROAD PROGRAMS</b> 1 Work with International Student Services to promote and engage students to study abroad. 2 Collaborate with SCC Foundation to increase study abroad funding opportunities. 3 Encourage, support and resource diverse, minority and LGBTQ+ students to study abroad			
<b>C. PARTNER WITH CAREER SERVICES TO BETTER PREPARE STUDENTS FOR GLOBAL CAREER SUCCESS</b> Educational Series for Students to include series on different countries, how to adapt, becoming an ex-pat, international travel, understanding cultural differences, etc.			
<b>D. PROVIDE OPPORTUNITIES FOR STUDENTS TO LEARN FROM OTHER CULTURES</b> 1 International Festival & Market 2 Off-campus cultural experiences and interactions 3 GSN "Cultures Around the World" 4 Co-op with Civic Engagement Action Team (Service Learning) 5 Create classroom opportunities for students of varying cultures to work together.			

<b>DEI PLAN GOAL #1</b>	<b>BENCHMARK</b>	<b>GOAL OUTCOME</b>
Build collaborative Community DEI Partners to enrich Student Experience.	Starting initiative in 2021	Secure a minimum of six community DEI Partners and \$50,000 in DEI Support Funding.
<b>OBJECTIVES</b>	<b>STATUS</b>	
<b>A. ESTABLISH A PROFESSIONAL MENTORSHIP PROGRAM WITH MINORITY STUDENTS</b>		
<ol style="list-style-type: none"> <li>1 Start with MOC Student Success Program Launch FA2021</li> <li>2 Build with other minorities and genders</li> <li>3 WOC in STEM</li> </ol>		
<b>B. . ESTABLISH DEI INTERNSHIP OPPORTUNITIES</b>		
<ol style="list-style-type: none"> <li>1 Business/Corporate</li> <li>2 Public support services</li> <li>3 Civic/Government</li> </ol>		
<b>C. SECURE DEI INITIATIVE FUNDING</b>		
<ol style="list-style-type: none"> <li>1 Scholarships</li> <li>2 Campus Event sponsorships</li> <li>3 Community event sponsorships or co-op</li> <li>4 In support of WOC pursuing STEM careers.</li> </ol>		
<b>D. ENGAGE WITH PRESIDENT’S ADVISORY COUNCIL ON RACE &amp; DIVERSITY</b>		
<ol style="list-style-type: none"> <li>1 Progress President's DEI initiatives forward</li> <li>2 Identify opportunities for advancing Social Justice initiatives. Consider coordination with Civic Engagement Action Plan.</li> </ol>		