

ST. CHARLES COMMUNITY COLLEGE

DIVERSITY, EQUITY & INCLUSION PLAN

SP2021-SP2023

PRESIDENT'S COUNCIL APPROVED 2-11-21



Colleagues and friends of
ST. CHARLES COMMUNITY COLLEGE:



As an open-door institution, the mission of the community college is to provide access and opportunities, regardless of a student's academic, social, or economic condition. It is a mission committed to transforming lives, to elevating a community of learners to a higher level of success.

As a community of educators, we must engage in critical conversations about race and diversity and take action to understand, to change, to find new paths forward.

At St. Charles Community College we have developed and implemented a ***Diversity, Equity, and Inclusion (DEI) Plan*** that articulates our goals for expanding access and promoting success for all students. Our values focus on inclusion, on collaboration, on success. We are committed to meeting students where they are and gently helping them achieve their personal, educational, and professional goals.

My appreciation is extended to the many faculty and staff who helped develop this Diversity, Equity, and Inclusion Plan and to the entire SCC community for their efforts in fulfilling our diversity goal of inclusivity, equity, and social justice.

A handwritten signature in blue ink, reading "Barbara Kavalier". The signature is fluid and cursive, with a large initial "B".

Barbara R. Kavalier, Ph.D.

President/CEO

St. Charles Community College

Our world continues to change. It is becoming increasingly diverse; in thoughts and perspectives, as well as demographically. A wider range of cultural paradigms enter our discussions and education. That is why we have developed our Diversity Equity & Inclusion Plan.

Our role as educators is to prepare our students for success in a global workplace. This requires a sense of inclusivity, education of a wide variety of cultures, experiential learning, and engagement with global entities. It is in gaining a greater understanding of people who are different from ourselves that we grow as individuals, and thereby learn how to be more impactful in the world, wherever our education may take us.

The goal of our Spring 2021 DEI Plan is student success. We believe our students will be successful when they feel welcomed and included in a variety of cultural experiences, gain an understanding of the global society in which we live, and learn to succeed from community connections and support.



Martha Garcia Kampen
Executive Director, Diversity Equity & Inclusion and Title IX
Compliance
St. Charles Community College



PURPOSE

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 and education 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 pandemic, 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 SP2021-SP2023 DEI Plan builds on the 2018-2021 Plan.

1. 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.
2. 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.
3. Goal #3 recognizes that much of this work must be accomplished cross-divisionally with Student Services and Academic Affairs.
4. Goal #4 was broadened to increase global experiences.
5. Goal #5 was created to expand new community partners in support of DEI efforts at SCC, as the new Office of Multicultural Student Engagement is launched.



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 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.

The DEI Plan is overseen by the Bridging Inclusion, Diversity & Global Education Committee (BRIDGE), composed of faculty, staff and administrators. The BRIDGE Committee Charge: Provides strategic oversight, reviews relevant data, and assists with the implementation and expansion of SCC's Diversity, Equity and Inclusion Action Plan. The DEI Plan is focused in the areas of Student, Faculty and Staff Diversity/Equity/Inclusion initiatives; Multicultural programming and activities to complement DEI initiatives; and Global Awareness/Education to complement DEI initiatives.



DEI Plan

GOAL 1:

Increase success and retention rates for all students, eliminating inequitable performance gaps where they may exist.

MEASURES:

1. % ABCP rates by race/ethnicity
2. % class completion (not withdrawing) by race/ethnicity
3. % graduation rates by race/ethnicity
4. % university transfer by race/ethnicity
5. % retention rates from term-to-term and year-to-year

ACTION PLAN OBJECTIVES:

- A. ESTABLISH & PROMOTE ONE OR MORE NEW HIGH-IMPACT LEARNING OUTCOME PROGRAMS FOR MINORITY STUDENTS.

Work with new Office of Multicultural Student Engagement, 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. PROVIDE AVENUES FOR STUDENT SUCCESS AND LEADERSHIP DEVELOPMENT.

1. Launch on-going MOC: Student Success Program; support MOC Success Coaches.
2. Support Harris-Stowe students with "culture shock program."
3. Co-op with multicultural, genders, global & international student groups.
4. Provide opportunities for diverse students to get to know Department of Public Safety.
5. Provide content for College 101 (first-year academic seminars).
6. Provide regular DEI training for all students.
7. Co-op with Service-Learning & Civic Engagement Committee.

- C. PROVIDE DEI SUPPORT RESOURCES FOR THE CLASSROOM.

Conduct regular DEI professional development for faculty to support the learning experience of diverse students.

- D. PARTNER WITH DIVISION OF STEM TO INCREASE THE NUMBER OF WOMEN OF COLOR IN STEM PROGRAM.

- E. ELIMINATE BARRIERS TO SUCCESS/RETENTION THROUGH REVIEW & REVISION OF POLICIES & PROCEDURES.

Utilize CCSSE Survey-initiated FA20 to identify barriers.

DEI Plan

GOAL 2:

Close gap toward a more diverse faculty and staff to reflect the diversity of student population.

MEASURES:

1. % racial minority of full-time faculty
2. % racial minority part-time faculty
3. % racial minority of administration
4. % racial minority of staff
5. % of racial minority new hires
6. % of racial minority for all employees

ACTION PLAN OBJECTIVES:

A. LEARN FROM FACULTY & STAFF DIRECTLY.

Research and recommend mechanism for employee feedback about issues related to diversity, equity and inclusion.

B. PROFESSIONAL DEVELOPMENT IN DEI.

1. Continue to provide DEI PD offerings. Consider a certification of diversity or bias training completion.
2. Launch a Minority Fellows Program (coordinated through MCCA DEI Initiatives).
3. Support launch of Visiting Scholars two-year Program.
4. Develop career progression for POC into leadership positions.

C. REVIEW AND IMPROVEMENT OF THE HIRING PROCESS.

1. Compile and analyze data.
2. Determine best avenues for proactive recruitment of diverse applicants.
3. Review all steps to new hire to determine opportunities to remove bias or improve inclusiveness.
4. Establish on-boarding programs to assure diverse candidates are welcomed and supported through first year of hire.

D. INCORPORATE RECOMMENDATIONS FROM THE PRESIDENT'S COUNCIL ON RACE & DIVERSITY.

DEI Plan

GOAL 3:

Provide a welcoming, inclusive, multicultural campus experience.

MEASURES:

1. % of all students who perceive discrimination
2. % of minority students who perceive discrimination
3. % of students who regard SCC as a welcoming and inclusive multicultural experience (per NLSSI or CCSSE)

ACTION PLAN OBJECTIVES:

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





DEI Plan

GOAL 4:

Prepare students for a diverse, global society and workforce.

MEASURES:

% of student participants agree with “cultural understanding” statement in SOS (CY2019). Add new question in CCSSE or SENSE 21/22.

ACTION PLAN OBJECTIVES:

A. INCREASE NUMBER OF INTERNATIONAL STUDENTS.

Work with International Student Services office and English Language & Cultural Institute to better support international and non-domestic students.

B. INCREASE SUCCESS OF STUDY ABROAD PROGRAMS.

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.

C. PARTNER WITH CAREER SERVICES TO BETTER PREPARE STUDENTS FOR GLOBAL CAREER SUCCESS.

Educational series for students to include series on different countries, how to adapt, becoming an ex-pat, international travel, understanding cultural differences, etc.

D. PROVIDE OPPORTUNITIES FOR STUDENTS TO LEARN FROM OTHER CULTURES.

1. International Festival & Market.
2. Off-campus cultural experiences and interactions.
3. Global Student Network “Cultures Around the World.”
4. Co-op with Service-Learning & Civic Engagement Committee.
5. Create classroom opportunities for students of varying cultures to work together.

DEI Plan

GOAL 5:

Build collaborative community DEI partners to enrich student experience.

MEASURES:

1. Number of DEI Community Partnerships established
2. Funding of DEI initiatives and programs.
3. Number of student enrichment activities
4. Number of students in attendance at student enrichment activities

ACTION PLAN OBJECTIVES:

A. A. ESTABLISH A PROFESSIONAL MENTORSHIP PROGRAM WITH MINORITY STUDENTS

1. Start with MOC: Student Success Program.
2. Build with other minorities and genders.
3. Women of color in STEM.

B. ESTABLISH DEI INTERNSHIP OPPORTUNITIES

1. Business/corporate.
2. Public support services.
3. Civic/government.

C. SECURE DEI INITIATIVE FUNDING

1. Scholarships.
2. Campus event sponsorships.
3. Community event sponsorships or co-op.
4. In support of women of color pursuing STEM careers.

D. ENGAGE WITH PRESIDENT'S MULTICULTURAL ADVISORY COUNCIL

1. Progress president's DEI initiatives forward.
2. Identify opportunities for advancing social justice initiatives.
3. Coordinate with Service-Learning & Civic Engagement Committee.



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The College is committed to non-discrimination and equal opportunity regarding the treatment of students, faculty, and staff. The College adheres to a strict non-discrimination policy in student admission, educational programs, activities, and employment regardless of race, color, sex, sexual orientation, religion, creed, national origin, ancestry, age, veteran status, disability, or genetic information.

The College is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools, ncacihe.org.