As a reflection of our institutional commitment to diversity, equity and inclusion, St. Charles Community College has created a Diversity, Equity and Inclusion Action Plan based upon continuous assessment and improvement principles to impact campus culture and transformation. The ongoing and evolving Plan is responsive to our campus community climate, articulated goals and strategies. The BRIDGE (BRidging Inclusion, Diversity and Global Education) committee, comprised of students, faculty and staff, and led by the Chief Diversity Officer, provides strategic oversight, reviews relevant data, and assists with the implementation and expansion of SCC’s DEI Plan.
College Mission

SCC serves our community by focusing on academic excellence, student success, workforce advancement, and life-long learning within a global society. We celebrate diversity and we enrich the economic and cultural vitality of the region by providing an accessible, comprehensive, and supportive environment for teaching and learning.

Vision

Our passion for student success is reflected in an array of innovative academic, career/technical, workforce development, and community programs. Our partnerships and cultural opportunities enrich and transform our community.

Values Statement

Student Success: We commit to provide the finest instruction, resources, and support services to enhance the growth and development of our students.

Communication and Respect: We value respect and encourage open communication within the college community.

Service: We engage, support, and seek to inspire our students, community, and colleagues through our commitment to providing excellent service.

Innovation: We pursue innovative approaches to enhance teaching, document student learning, and improve operations.

Inclusion: We maintain an environment where diversity of thought is embraced, and where student, staff, faculty, and community diversity is supported.

Collaborative Decision Making: We seek diversity of thought in making informed decisions.

Accountability and Responsible Stewardship: We protect and manage the resources entrusted to us.

Learning for Life: We recognize learning as a continuous process.

Martha Garcia Kampen
Chief Diversity & Compliance Officer
GOAL I: Increase Success and Retention Rates of our Racial Minority Student Groups

Strategies to Achieve Goal:

A. Use Campus Climate Study findings of identified perception of discrimination disparity between racial minority students and non-minority students to determine specific remedies to implement in campus experience.

B. Engage faculty in study of best practices of teaching for retention specifically in Science, Technology, Engineering, Art and Math disciplines, with an outcome of recommended practices, programs and services to promote retention of non-dominant groups in STEAM/Allied Health at SCC.

C. Partner with local business to support non-dominant student STEAM program.

D. Co-op with Student Success Society, Student Clubs & Organizations, Student Activities and Student Life to determine additional methods of supporting Success and Retention of non-dominant and diverse students.

E. Support faculty and provide tools for providing culturally competent learning strategies while removing barriers to learning of non-dominant student groups.

F. Explore partnership opportunities with high school minority student organizations toward building SCC students’ mentorship program.

G. Review benchmark measurement from Institutional Research annually.

Goal Measurement: Success—Graduate or Transfer; Retention—Still Enrolled or Accounted For
GOAL II: Close Gap toward a more Diverse Faculty and Staff, to Mirror Student Population

Strategies to Achieve Goal:

A. Analyze current level of diversity by job function and department.
B. Locate and utilize new job-posting sources for attracting diverse candidates.
C. Conduct national recruitment from diverse geographical areas and disciplines.
D. Revamp recruitment materials to promote our emphasis on Diversity, Equity & Inclusion.
E. Partner with Human Resources to prepare an on-boarding process with focus on DEI values and content.
F. Attend job fairs for non-dominant candidates.
G. Partner with the African-American Faculty and Staff Association (AAFSA) in these efforts.
H. Include cross-cultural components into planned professional development.
I. Communication Campaign of DEI to all faculty and staff; e.g. “The Value of Diverse Perspectives.”
J. Review progress through IPEDS data and census annually.

Goal Measurement: Faculty and Staff minority mix compared to Student minority mix as a percentage
GOAL III: Provide a Welcoming, Inclusive, Multicultural Student Campus Experience

Strategies to Achieve Goal:

A. Provide multicultural experiences, education and entertainment programs and activities; e.g. Heritage months, field trip opportunities, campus activities, etc. Develop annual calendar of monthly programs and activities.

B. Integrate students from various clubs/groups for guided cross-cultural discussions.

C. Coordinate with STEAM departments to plan a Mixer specifically for STEAM club and non-dominant students.

D. Host a “Multi-cultural Speed-Friending” night with GSN, IC, BSLA, G&SA and other interested students; co-op with Global sub-committee—see Goal IV, Strategy C.

E. Prepare an inclusive cohesive messaging campaign across all student clubs.

F. Provide cross-cultural training/education/information for Staff working in Student Activities.

G. Host Multicultural Fair on campus; (“Cultures Around the World, International Festival”); co-op with Global sub-committee—see Goal IV, Strategy D.

H. Field trip to International Institute STL for “Multicultural Immersion Experience” (students, faculty and staff); co-op with Global sub-committee—see Goal IV, Strategy B.

I. Partner with Black Student Leadership Association and African-American Faculty and Staff Association (AAFSA) on campus to financially sponsor a campus activity or event in which they invite similar club members from area high schools.

J. Review progress through Modified Diverse Learning Environment Survey annually.

Goal Measurement: Perceived discrimination of Minority Students, per Diverse Learning Environment Student Survey.
GOAL IV: Better Prepare Students for a Global Society by Facilitating Experiential Understanding through Cross-culturally Interactive Opportunities

Strategies to Achieve Goal:

A. Define “Global Competence” - (DHE/MO/CAI: “The ability to recognize the connections between the local context and the global context, and to think and act effectively in, and with awareness of, the global context.”)

B. Provide real-life experiences for students with people from other nations through field trips to International Institute STL, South Grand, St. Genevieve and similar culturally diverse areas, for students and faculty/staff; co-op with Multicultural sub-committee—see Goal III, Strategy H.

C. Host a “Multi-cultural Speed-Friending” night with GSN, IC, BSLA, G&SA and other interested students, co-op with Multicultural sub-committee—see Goal III, Strategy D.

D. Host Multicultural Fair on campus; (“Cultures Around the World, International Festival”); co-op with Multicultural sub-committee—see Goal III, Strategy G.

E. Celebrate International Education Week with a student activity.

F. Partner with department chairs to support embedding of diversity, inclusion, multicultural and global elements into curriculum content.

G. Help promote international student study tours.

H. Support the Global Studies Certificate Program and International Student Support Services by communicating events and programs and collaborating when possible.


J. Support Study Abroad Program.

K. Review progress through Student Opinion Survey annually.

Goal Measurement: Student Opinion Survey—specific question regarding SCC contributing to students’ ability to “interact well with people from cultures other than their own.”
GOAL V: Increase Recruitment of Racial/Ethnic, along with all Non-Dominant, Diverse Students through Increased Communications of SCC as a Welcoming, Diverse, Inclusive and Equitable Campus in which to Learn and Work

Strategies to Achieve Goal:

A. Engage Marketing department in a cultural diversity messaging campaign through multi-media avenues.

B. Develop Communications Plan for “DEI” messaging; e.g. “Everyone is Welcome,” “Your Voice is Needed & Valued” (theme) campus campaign.

C. Actively seek to bring in recommendations of new opportunities for external communications of SCC diversity message.

D. Develop community partnerships with diversity-intentioned organizations.

E. Seek opportunities for SCC to participate in DEI community events.

F. Explore cost-effective opportunities to promote the college to international and minority high-school students, with findings given at the end of the year.

G. Measure progress annually through Fall Census.

Goal Measurement: Increase student minority population to reflect SCC service area demographic mix.