

**Diversity and Equity Proposed Plan**

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**DIVERSITY & EQUITY PROPOSED PLAN**

**(DRAFT)**

**2015**

### **BELLEVUE COLLEGE MISSION**

Bellevue College is a student-centered, comprehensive and innovative college, committed to teaching excellence that advances the life-long educational development of its students while strengthening the economic, social and cultural life of its diverse community. The college promotes student success by providing high-quality, flexible, accessible educational programs and services, advancing pluralism, inclusion and global awareness, and acting as a catalyst and collaborator for a vibrant region.

## **PURPOSE OF THE PLAN**

The purpose of this diversity and equity plan is to embed an equity lens in all college-wide decision-making processes and organizational practices that cross all divisions and departments. To identify and create opportunities that can support and advance equity and social justice initiatives.

### **THE OFFICE OF EQUITY AND PLURALISM 2012-2015 ACCOMPLISHMENTS**

Bellevue College has grown tremendously since 1966 from a few hundred students to approximately 34,000 today and from less than one hundred employees to over 1500 faculty, professional/exempt, and classified employees. The last twenty years have garnered significant growth in the number of students and the diversity of students served. For example, we currently serve twelve hundred students with disabilities. Regarding student racial/ethnic demographics, 48% of the student population identify as students of color (BC Office of Effectiveness and Strategic Planning, 2015). However, faculty diversity along race and ethnicity has not kept pace with student demographics. At Bellevue College, 22% of full-time faculty and 21% of part-time faculty identifies as people of color and 78% and 77% identify as white (SBCTC Enrollment and Staffing Report, 2014). In the community and technical colleges, system-wide data show that percentages of faculty and color have ranged between14%-16% for full-time faculty and 11%-12% for part-time faculty (SBCTC Enrollment and Staffing Report, 2014).

Since July 2012, the office of Equity and Pluralism has led and worked with partners to implement:

* Mandatory “Pluralism in the Selection Process” for screening advisory committee members- to date over four hundred employees have participated in the training.
* Mandatory (contractual) Educational Equity professional development for 1st-year tenure candidates
* Optional Educational Equity professional development for adjunct and tenured faculty
* Required diversity statement for job applicants for full-time faculty, staff and classified positions.
* Launched the Diversity, Equity and Inclusion Council (DEIC)
* Partnered with Dr. Sayumi Irey and the Office of the President to establish the Social Justice Leadership Institute.
* Provide quarterly Diversity Caucus professional development for faculty and staff
* Launched the LGBTQia taskforce
* Launched the Dreamers Student work group
* Expanded affinity groups for employees such as, Whites on Whiteness, Black Employees Group, Latino Affinity Group, Coalition for Race and Gender Equity
* Established the Title IX/Violence Against Women Act Office
* Partnership with the Disability Resource Center to integrate a social model of disability across campus

### **DIVERSITY, EQUITY AND INCLUSION COUNCIL (DEIC)**

The council is comprised of administrators, staff, faculty and students, DEIC provides leadership and guidance to achieve the College mission to maintain a diverse, equitable and inclusive campus community. The council is tasked to;

* Identify and develop objectives that build on current and new efforts to nurture an inclusive college community
* Communicate issues, concerns and suggestions to the appropriate committee or administrative unit
* Identify and support policies and practices that address diversity and equity, including recruitment, hiring, employee orientation, and professional development
* Provide an annual report to President’s Cabinet

In November 2014, DEIC held its first meeting. At that meeting seven priorities emerged:

1. Academic excellence and success for all students, especially under-represented and historically marginalized groups
2. Intersectionality- consider multiple facets of diversity to include but not limited to race/ethnicity, gender, gender identity and expression, (dis)abilities, sexual orientation, language, national origin, veteran status, and socio-economic status
3. Recruit and retain diverse students, faculty and staff
4. Infuse and better integrate diversity and equity pedagogy across and the curriculum
5. Offer mandatory and optional diversity and equity professional development training to *all* employees and students
6. Engage in data driven and data informed decision making related to institutional diversity and equity initiatives
7. Increase college-wide accountability for diversity, equity and inclusion

Council Membership includes the following and a (\*) reflects a leadership team member:

|  |  |  |
| --- | --- | --- |
| Name | Title | Department |
| ***Russ Beard*** | ***Vice President & Rotating Co-Chair*** |  |
| ***Yoshiko Harden \**** | ***Vice President & Co-Chair*** | ***Office of Equity and Pluralism*** |
| Aaron Reader \* | Director  | Multicultural Services  |
| Beabe Akpojovwo | Executive Assistant | Diversity, Equity & Pluralism |
| Carol T. Grant | Director  | Academic Success Center |
| CK Donovan | Program Specialist | Disability Resource Center and Diversity Caucus Co-Chair |
| Cora Nixon \* | Research Analyst | Effectiveness & Strategic Planning |
| David Lopez-Kopp | Faculty | English |
| Donna Miguel \* | Faculty | English |
|  | ASG President (incoming) | Student Affairs |
| Glenn Jackson \* | Director | High School Initiatives and Diversity Caucus Co-Chair |
| Jennifer Le | Faculty | Sociology |
| Krischanna Roberson \* | Bellevue School District Office of Equity | Community Liaison (BSD)  |
| Mareth Flores | Director | Advancement  |
| Nancy McEachran | Faculty | Developmental Education |
| Open | Faculty |  |
| Paula McPherson | Adviser | Business |
| Rachel Wellman \* | Compliance & Title IX Coordinator | Diversity, Equity & Pluralism |
| Ronald Holland \* | Faculty  | English |
| open \* | Director | Disability Resource Center |
| Sasha Lee \* | ASG VP Student Affairs & Pluralism | Student Affairs |

### **DIVERSITY AND EQUITY PROPOSED PLAN**

Colleges and universities consistently name diversity as an institutional value, and affirm their commitment to diversity in myriad ways; increasing the representation and retention of historically underrepresented faculty, staff and students, meaningfully address and improve campus climate, enhance diversity in curricula offerings and promote the values of diversity (Iverson, 2012; Williams, 2013). However, many post-secondary institutions seem to fall short of realizing their commitment to diversity. Bellevue College’s first college-wide diversity and equity plan aims to integrate and operationalize diversity across the college’s core themes—Student Success, Teaching and Learning Excellence, College Life and Culture, and Community Engagement and Enrichment.

The Diversity and Equity plan provides an overview of accomplishments from 2012-2015 and a plan for upcoming academic years 2015-2018. Action Teams under the guidance of the Diversity, Equity, and Inclusion Council will be formed to accomplish the plan and a budget proposal that works in congruence with the plan to support initiatives should be held in consideration to fund components of the plan. This is a living document and based on annual accomplishments, revisions will be made as necessary that takes into account current research and literature, national, state and institutional data, community and student needs, and the strategic direction of the college.

The goal is to have measurable outcomes that are tied to each division/department's goals and reviewed and reported on annually.

Based upon the seven priorities which emerged at DEIC meeting in November, the DEIC leadership group developed four objectives to focus on for 2015-2018;

1. Center for Social Justice and Inclusion
2. Closing the Gaps- Student Access and Success
3. Educational Equity Professional Development, Education and Training
4. Recruitment and Retention of Diverse Faculty and Staff

Under the direction of President Rule, the Office of Equity and Pluralism has partnered with representatives from Instruction, Institutional Advancement, RISE Institute, and the Faculty Commons to design a Center for Social Justice and Inclusion. This group met throughout 2015-16 academic year to articulate a vision and mission for the center.

The center will serve as a visible testament to the college’s commitment to diversity and equity and provide critical space to infuse diversity and equity initiatives campus and community wide. As the DEIC crafted a diversity and equity plan the group decided to focus the plans objectives, initiatives and recommendations under the umbrella of the Center for Social Justice and Inclusion.

### **OBJECTIVE 1 - CENTER FOR SOCIAL JUSTICE AND INCLUSION**

 *Initiatives*

* Continue planning for the design and creation for the Center for Social Justice and Inclusion
* Conduct an environmental scan via campus and community listening sessions to hear from stakeholders
* Update the Diversity and Equity plan to incorporate feedback gathered via the listening sessions

*Initiatives Date TBD*

* Open the Center for Social Justice and Inclusion
* Build in institutional accountability to animate the adopted Diversity and Equity Plan
	+ Select divisions, departments and units will be responsible for ensuring they contribute at least two strategies designed to support and advance institutional diversity and equity efforts
	+ Once reviewed by the Vice President for Diversity and DEIC, they will be evaluated in an annual report to the President
	+ Strategy plans will be published on the website
* Create diversity grants for diversity based projects, events and ideas

### **OBJECTIVE 2 - CLOSING THE GAP - STUDENT ACCESS & SUCCESS**

Review and recommend proven strategies that increase access and success to reduce opportunity gaps withunderrepresented and historically marginalized students

*Initiatives*

* Partner with the Evidence Team to set priorities for data needs
* Explore partnerships with national programs for targeted groups such as the Minority Male Community College consortium
* Collaborate with English & Math departments to support institutional focused initiatives that target development to college level transition

### **OBJECTIVE 3 - EDUCATIONAL EQUITY PROFESSIONAL DEVELOPMENT, EDUCATION AND TRAINING**

Expand our learning and shared understanding of diversity, equity, and inclusion.

 *Initiatives*

* Expand Educational Equity series to administrators, classified and professional/exempt staff
* Shift L.A. Job Fair (diversity recruitment fair) to the Office of Equity and Pluralism
* Expand the annual Diversity Summit to include participation from other community colleges

### **OBJECTIVE 4 – RECRUITMENT AND RETENTION OF DIVERSE FACULTY AND STAFF**

Continue to create intentional and deliberate efforts to recruit and retain faculty and staff from underrepresented and historically marginalized populations.

*Initiatives 2015-2017*

* Collaborate with Human Resources to create mandatory educational equity training for all new full-time employees
* Expand affinity groups for employees
* Implement recommendations from the Diversity Recruitment Plan currently in development

 Initiatives- On-going

* Continued implementation of recommendations from the Diversity Recruitment Plan currently in development
* Coordinate a regional diversity recruitment and retention conference at Bellevue College

### **MARKERS OF SUCCESS**

* Begin to narrow the gaps and increased completion for underrepresented and historically marginalized students (Core theme: Student Success)
* Measurable outcomes that are tied to each division/department's goals and reviewed and reported on annually (Core themes: Student Success and Teaching and Learning Excellence)
* Increased educational equity trainings and professional development (Core theme: all)
* Increased employee satisfaction (Core theme: all)
* Increased in the number of affinity groups for employees (Core theme: College Life and Culture)

### **LEADERSHIP**

*Leadership Team*

Individuals are selected from within the council membership to serve on a leadership team to provide focus and leadership for the council. The leadership team meets monthly to help plan and organize council initiatives.

### **ACTION TEAMS**

Action Teams are designed for specific project-based activities and are comprised of Diversity, Equity, and Inclusion Council, campus community, and external community members. Action Team members are confirmed by the Diversity, Equity, and Inclusion Council.

*Faculty Commons Action Team*

The Instruction Action Team will work with representatives from DEIC and the Faculty Commons to promote curriculum development and provide faculty support and training in the areas of diversity, equity, and inclusion. Areas of focus for 2015-16 include collaborate on support for part-time faculty, and collaborate on training for faculty hiring committees.

*Special Projects Action Team*

The Special Projects Action Team will work on short-term projects that are identified by the Diversity, Equity, and Inclusion Council as high importance to the work of diversity, equity, and inclusion. Areas of focus for 2014-2015 include gender-neutral restrooms and prayer/meditation rooms.

*Research and Development Action Team*

The Research and Development Action Team will work with the Evidence Team on reviewing data and recommending proven strategies that increase access and success to reduce opportunity gaps. Areas of focus for 2015-2016 include organizing listening sessions and gathering and collecting feedback to inform.

*Training Action Team*

The Training Action Team will work with representatives from Human Resources and DEIC they will be responsible for expanding learning and shared understanding of diversity, equity, and inclusion. Areas of focus for 2015-2016 include expanding educational equity offerings to administrators, classified and professional/exempt staff and creation of a rubric to measure cultural proficiency learning outcomes.

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