

SVC | Skagit Valley College

Board of Trustees Progress Report
Core Theme • Equity in Community

June 13,
2023

Core Theme • Equity in Community

SVC

Indicator	Threshold
1.A. Index of Community College Survey of Student Engagement (CCSSE) and Noel-Levitz Survey of Student Satisfaction questions related to diversity and belonging	Index score will equal or exceed index score of similar-sized colleges
1.B. SVC-specific questions related to diversity/belonging included in CCSSE & Noel-Levitz surveys	Students will report positive response to SVC-specific questions related to <i>diversity</i> and <i>belonging</i>
1.C. Employee responses to biennial administration of College Vision Survey	Employees will report positive responses to questions regarding Guiding Principles and selected questions regarding diversity and belonging

Core Theme • Equity in Community

SVC

Indicator	Threshold
2.A College partner evaluation in educational pathway efforts	Select partners will report overall positive evaluation
2.B. College partner evaluation in Economic Development & Workforce Training efforts	Select partners will report overall positive evaluation
2.C. College partner evaluation in Diversity, Equity and Inclusion efforts	Select partners will report overall positive evaluation
2.D. College partner evaluation in Civic Life efforts	Select partners will report overall positive evaluation

SB 5227: Diversity in Higher Education



Campus Climate Assessments

Colleges shall each conduct a campus climate assessment every 5 years at minimum to understand the current state of DEI on campus for faculty, staff and students.

Must post findings on public website



Listening and Feedback Sessions

Colleges must conduct annual DEI listening and feedback sessions for the entire campus community.

Must compensate students for their participation and post findings on public website

HEDS Survey

SB 5227: Diversity in
Higher Education

Higher Education
Data Sharing
Consortium (HEDS)

Perceptions of their institution's
climate

Perceptions of how their institution
supports diversity and equity, and

Experiences with discrimination and
harassment at their institution

Why HEDS is important

- Extent to which our campus climate supports diversity and equity efforts
- Inform and improve support, policies, and practices
- Prevent or respond to discrimination and harrassment

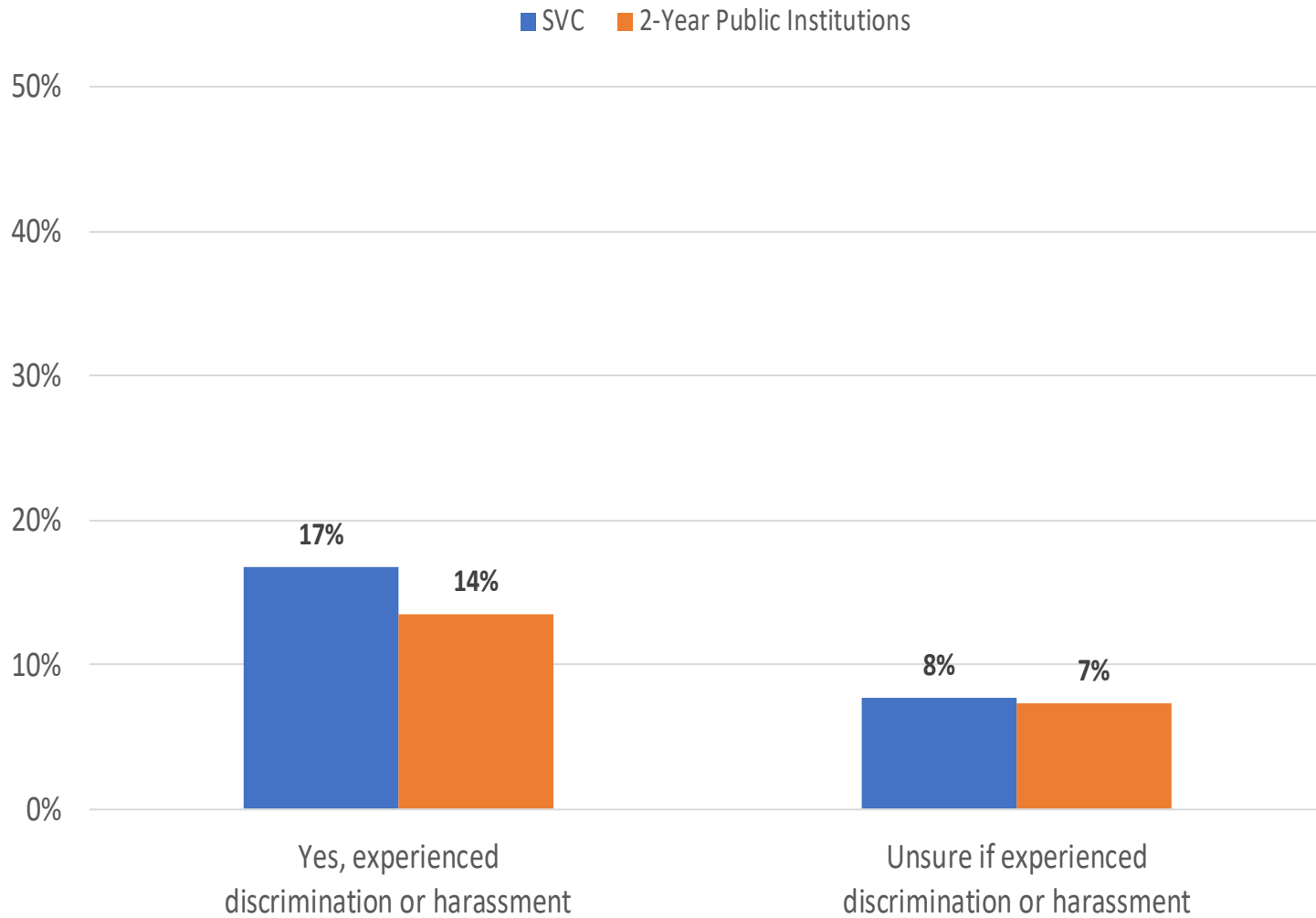
Measures

- Discrimination/Harassment
- Overall Campus Climate and Sense of Belonging
- Institutional Support

Discrimination/Harassment

SVC employees were no more or less likely than their national peers to report experiencing negative comments, discrimination, and/or harassment.

Figure 1. Percent of Respondents who Responded Yes or Unsure to Having Experienced Discrimination or Harassment



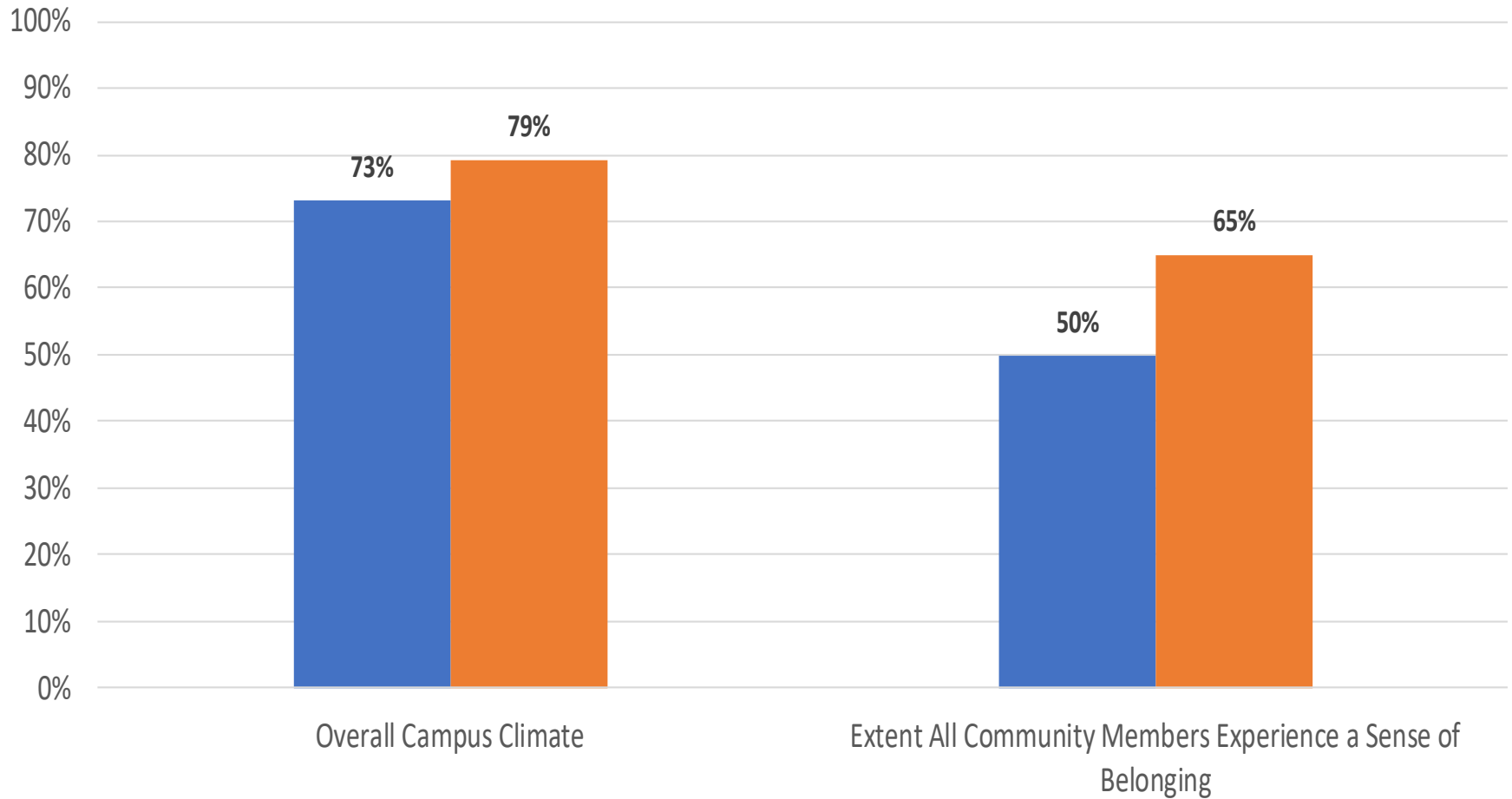
Discrimination/Harrassment

Compared to their national peers at 2-year institutions:

- Faculty were **significantly** more likely to report discrimination or harassment
- Also, individuals who identify as more than one race and women were more likely to report experiencing
- Employees who identify as Latinx were less likely to report than national peers
- Individuals with long term disabilities

Figure 1. Percent of Respondents who are Generally or Very Satisfied with Characteristics of the Campus Climate

■ SVC ■ 2-Year Public Institutions



Campus Climate and Sense of Belonging

In comparison with other public two-year institutions, SVC employees:

- Were less satisfied with the overall campus climate
- Reported a low(er) sense of belonging
- Were significantly less likely to report that the campus was free from tensions

Campus Climate & Sense of Belonging Breakdown

SVC faculty consistently reported more negative results compared to national peers

- Faculty/staff from marginalized communities were more likely to hear and experience negativity/discrimination
- In addition women, individuals with disabilities, and racialized minorities were some of the main outliers when compared to national peers
- Political affiliation, religion, and ELA individuals generated the most discomfort in working interactions

Institutional Support for Diversity, Equity and Inclusion

Overall SVC employees rated institutional support for significantly lower than national peers

- Faculty, Latinx employees, and employees with a disability rated institutional support for Diversity, Equity and Inclusion significantly lower than national peers
- Employees who identified as LGBTQ+, women, and white also rated institutional support for Diversity, Equity and Inclusion lower than national peers

Listening and Sharing Sessions

- Cabinet Plus Retreat
- Faculty Union Leadership
- Equity and Social Justice Committee
- Future Plans

Indicator Scorecard

SVC

- Employees will report positive responses to questions regarding Guiding Principles and selected questions regarding diversity and belonging

