

Diversity, Equity, Inclusion Plan 2021-2023

Diverse and Integrated Curriculum

- Equity Designation requirement
 - Professional development training for faculty to build equity designated courses and develop anti-racism curriculum in the Equity Designation Requirement
 - Assign faculty lead to oversee proposed equity requirement
 - Increase capacity to coordinate equity requirement
 - Develop resources to support faculty teaching DEI designated courses
- Curriculum alignment across Educational Pipeline
 - Maestros Para El Pueblo – Education
- Ethnic Studies
 - Develop Ethnic Studies and implementation of various courses
- Continue to develop in the Inclusive Pedagogy Faculty Learning Community resources that include support for incoming faculty regarding community building
- Classroom-focused support systems & Co-curriculum Classroom Connected
 - First Quarter Experience & Pathway integration of Instruction & Student Services & Validating Practices
- Enhance integration of high impact practices and assessment between Instruction and Student Life;

Diverse and Culturally Competent Employees

- Increase the diversity of hiring pools and continued integration of anti-bias tools throughout the hiring process
 - Develop and implement an Equity Search Advocate program to support the recruitment and hiring of faculty from all racial, ethnic, and cultural backgrounds
- Provide DEI/Antiracism training to faculty, staff, and students
 - Faculty professional development: XITO Institute for Teaching and Organizing- decolonizing pedagogy, Teaching with an Equity Paradigm
 - Safe Zone Training- LGBTQ+ training for faculty and staff
- Continue Inclusive Excellence Learning Community for Student Services and expand into areas of Administrative Services
- Continue to implement Title IX training for employees as well as training for those involved in BIRT, CARE, Student Conduct teams
- Evaluate and revise the Student Code of Conduct as indicated by taskforce review
 - Evaluate institutional capacity for administration of the Student Code of Conduct
- Develop training for department chairs in relation to DEI and role
- Develop training for TRC with a DEI infused focus to support BIPOC through the process
- Develop a workgroup to conduct a review and recommendations for the student grievance process.
- Build support systems for new and current BIPOC faculty and staff
 - Implement a Faculty and Staff of Color Mentoring Program
 - Investigate supervisor training with an equity model
 - Develop and implement a statement to acknowledge the invisible labor of BIPOC faculty
 - Support faculty professional development through trainings, activities and resources
 - Develop an equity statement to be present at union relations and communications
 - Increase support resources focused on the wellbeing of BIPOC faculty and staff- SVC BIPOC Learning Community of Care and Practice
 - Fund professional development opportunities geared towards the retention of BIPOC faculty and staff

Assessment for Equity

- Thorough review of policy statements
 - Review of OPPM
- Through review of HR application and diversity statement and job application materials that screen for Diversity, Equity and Inclusion from questions to statements
- Review professional development plans for employees
- Develop community partnerships to reflect the needs of the community as well as the needs of the student population
 - Assess community partnerships
- Continue Program Review and assessment of college programs with demographic data to close equity gaps
- DEI Climate Assessment
 - Conduct campus climate assessment every 2 years to understand current state of DEI on campus for faculty, staff and students
 - Conduct annual listening DEI listening and feedback sessions for the entire campus community.
 - Post findings on public website
- Investigate implementing Direct Admission initiatives with partner high schools

Student Financial Support

- Increase financial aid availability for Latino and undocumented students
 - College Goal Washington
 - FAFSA/WASFA workshops & Assistance
 - Undocumented student scholarships
 - Mexican Consulate Scholarship
 - Foundation fundraising/scholarships
 - Waivers

Student Development and Support

- Develop and implement a Student Mentoring Program to support students from minoritized communities to form student-based organizations to mentor and assist each other in navigating the educational system.
- Provide DEI/Anti-racism training to students
 - Develop evaluation and assessment tools
 - Offer workshops and activities for SVC students related to DEI
- Increase access to tutoring for all including BEdA/transitioning students (math & English), recruit multicultural tutors
 - Evaluate tutoring services and delivery as part of the Campus Commons Project
- Identify and develop enhanced student support in critical courses;
- Further develop and implement the College's Student Achievement Strategy:
 - Fund the Cardinal Complete program;
 - Develop proactive email and phone campaigns to invite Dual Credit students to pursue college degree pathways;
 - Implement a "Year Two Completion Coaching" model, including expansion of the Cardinal Complete program;
 - Continue advising model implementation including career development integration into Area of Study pathways;
 - Investigate career specialist and career program development;
 - Implement auto-awarding and embed certificates in program and degrees;

- Develop consistent, effective delivery of required First Quarter Experience (FQE) courses, including revising and updating outcomes.
- Expand I-BEST in all eligible Workforce programs
- Expand college offerings to other languages such as Spanish/Russian/Mixteco/Ukrainian
- Provide comprehensive mental health support to students
- Continue support and implement strategies to support Undocumented Students
- Continue funding International Programs recruitment position and increase recruitment/travel budget

External Relationships

- Improve access to Basic Education for Adults (BEa) programs
- Collaborate with local county corrections centers to develop re-entry programs and practices for community members to transition to college from justice systems
- Investigate offering citizenship classes in collaboration with local community-based organizations
- Investigate offering BEa course in community organizations to build pathways for outreach, access and college transition
- Collaborate with school districts, non-profits, and city organizations to build trainings and conversations surrounding equity, inclusion, and diversity
- KSVR: Expand bilingual radio programming to highlight SVC programs & departments
- Re-organize support for Leadership Whidbey; investigate creating Center for Community Leadership

Community Building and Belonging

- Develop post-secondary college knowledge within the Latinx communities in our district with included training on leadership, family topics and advocacy skills
 - Expand the Parent Leadership Institute, Escuela de Padres and LEA community courses (Liderazgo, Equidad y Abogacia)
 - Fully fund two sessions each year of Escuela de Padres
- Create access within the Latinx community to our college programs and services
 - Hire Community Liaisons to engage with our diverse community
- Support our continuing Affinity groups such as ProCon and STAAR; to foster belonging across various identities.
- Expand dual enrollment opportunities for students:
- Provide sustainable funding model for TOLTEC partnership
- Develop and implement Mariachi Band;
- Develop and continue programs that celebrate various identities within our communities, including but not limited to;
 - Mariachi and Ethnic Art programs-Folkloric dance
 - Powwow
 - Bhangra
 - Educational Justice Conference
 - Champions of Diversity
 - Latino Leadership Institute
 - IDream Conference

Guiding Principles

- Develop new employee orientation and onboarding with DEI content, guiding principles and professional development for community building and belonging

- Consistent communication regarding DEI progression of strategies based on data, and other assessment tools, through the Equity and Social Justice Committee

Evidence Based Planning, Budgeting and Decision Making

- Identify processes, staffing, and resources needed to advance SVC as an anti-racist, multicultural institution;
- Hire Tenure-Track positions that are reflective of our student population
- Update and continue to implement plan to become a Hispanic Serving Institution
- Implement anti-racist/equity efforts consistent with Annual Plan

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