DIVERSITY, EQUITY & INCLUSION
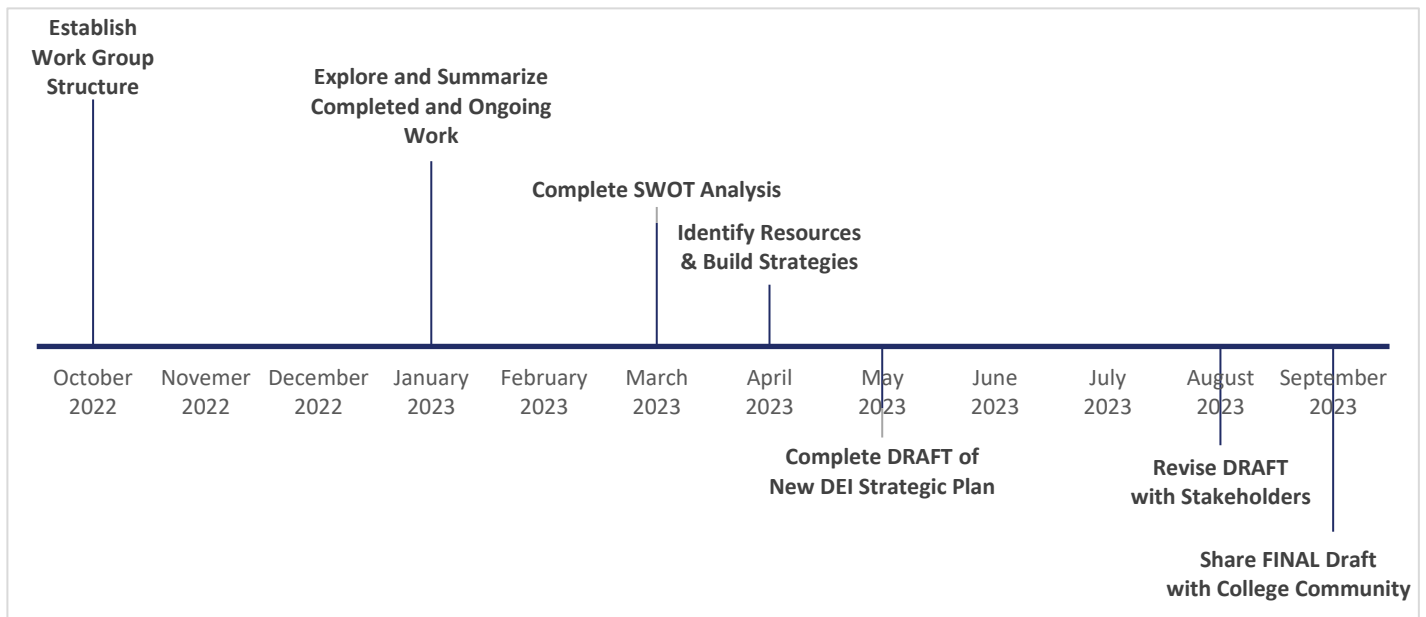
Attract, retain, and uplift systemically non-dominant students and employees

Strategic Indicators Fall 2022 Update

Across all areas of this strategic priority, we have spent considerable time in relationship and trust building. With so many new team members working on this strategic priority, we created a draft orientation to bring everyone up to speed.

During our planning process, we learned that much of the work happening in other strategic priority areas has significant impacts on the overall strategic aim of the DEI strategic priority team. We have prioritized establishing easy and consistent communication channels between the DEI team and the other implementation teams.

Annual action plans are created for implementation of the DEI Strategic Plan, leading to comprehensive implementation of the full DEI Strategic Plan by Spring 2026.

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Establish Work Group Structure — October 2022

Explore and Summarize Completed and Ongoing Work — January 2023

Complete SWOT Analysis — March 2023

Identify Resources & Build Strategies — April 2023

Complete DRAFT of New DEI Strategic Plan — May 2023

Revise DRAFT with Stakeholders — August 2023

Share FINAL Draft with College Community — September 2023

Timeline: October 2022, November 2022, December 2022, January 2023, February 2023, March 2023, April 2023, May 2023, June 2023, July 2023, August 2023, September 2023

Strategic Action: Extend DEI planning efforts beyond the current three-year strategic plan ending in spring 2023, in alignment with the College's strategic plan ending spring 2026.
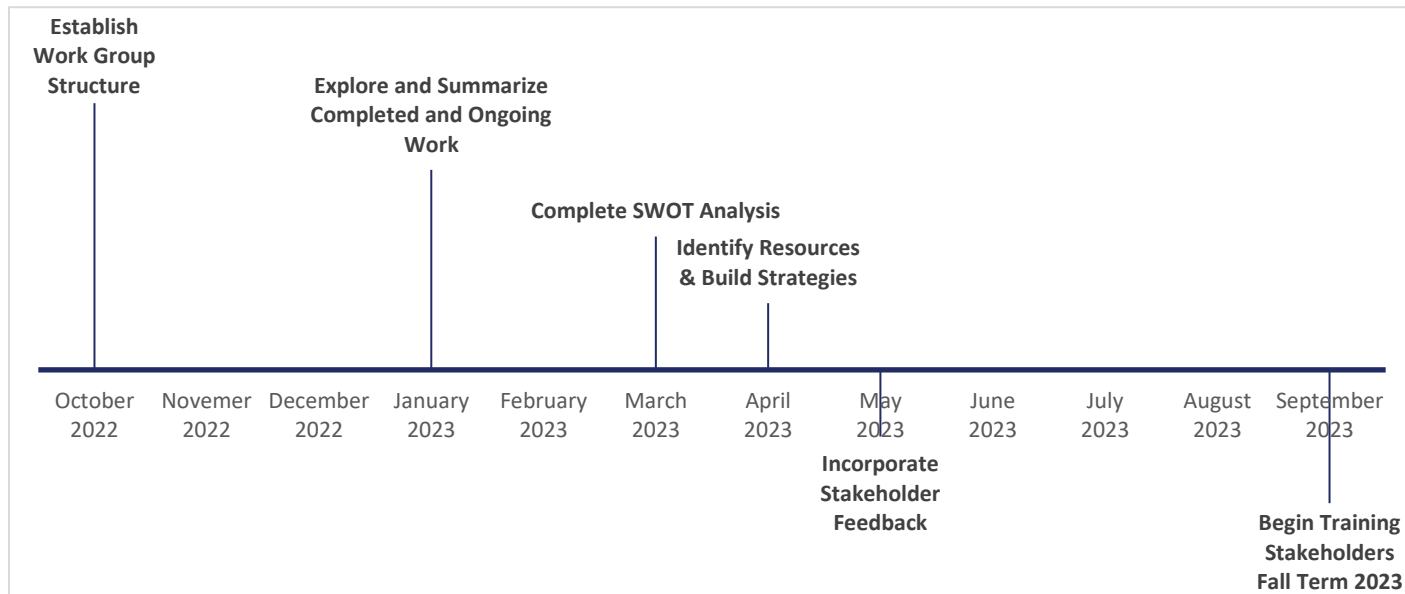
Accomplishments

We have completed a high-level project plan (above) and identified a team lead. Additional project team members have been recruited and project orientation materials have been prepared. The CCC Board of Education has been receiving quarterly updates.

Challenges

It has been difficult to recruit project team members due to folks work schedules and other work commitments. We're prioritizing the orientation of new team members and the team lead to the history and purpose of the strategic planning work. Administrative support is needed for cataloging information, data sharing, meeting scheduling and meeting planning. We're also working to establish effective strategies for employee empowerment in decision making and project planning.

Increased employee use, and growth in confidence in applying the DEI Framework to policies, procedures, and decisions.

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Establish Work Group Structure — October 2022

Explore and Summarize Completed and Ongoing Work — January 2023

Complete SWOT Analysis — March 2023

Identify Resources & Build Strategies — April 2023

Incorporate Stakeholder Feedback — May 2023

Begin Training Stakeholders Fall Term 2023 — September 2023

Timeline: October 2022, November 2022, December 2022, January 2023, February 2023, March 2023, April 2023, May 2023, June 2023, July 2023, August 2023, September 2023

Strategic Action: Create tracking process for use of DEI Framework. Track current use of DEI Framework, and assess for ease and understanding of use. Build support tools to compliment use of DEI Framework.

Accomplishments

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Establish baseline information regarding the factors impacting the retention of non-dominant students and employees.   +

Strategic Action: Modify and regularly deploy DEI Climate Survey, including strategies to collect information about factors impacting the retention of non-dominant students and employees.

Collaborated with Institutional Research and Liaison from the Organizational Health Strategic Implementation Team to begin initial project planning for an Employee Climate Survey. This survey spans two different strategic implementation plan teams and therefore requires added levels of coordination of communication.

The Office of Institutional Research deploys a bi-annual student engagement survey. The analysis of this survey involves disaggregation of demographic factors. Additional coordination between Institutional Research, the Office of Diversity Equity and Inclusion, and the Holistic Student Support team is being explored.

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On Track	**Progress Made, Assistance Needed**	**At Risk**