

INCLUSIVE EXCELLENCE STRATEGIC PLAN REPORT 2018-2019 & NEXT STEPS

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FLOW

- Council Overview & mission
- IE Strategic Plan Highlights
- Committee Goals for 2019-2020
- Questions

COUNCIL MISSION, VISION, & VALUES

Vision

CCA is the College where everyone is respected, supported, and included.

Mission

The council is committed to fostering equity, diversity, and inclusive excellence based on purposeful communication and creating opportunities for transformation.

Values

SINCERE, *respectful and equity-minded*

ENGAGED, *high expectations and promoting growth*

STRATEGIC, *intentional and transparent*

RESPONSIVE, *valuing people and culturally relevant*

EDUCATIONAL, *learning opportunities to engage and retain*

<https://www.ccaurora.edu/about-cca/inclusive-excellence>



COUNCIL GOALS

1. Develop, support, and implement an action plan to institutionalize and operationalize the Inclusive Excellence strategic plan.
2. Provide institutional professional development that embodies the values of the Council and the Community College of Aurora related to implementing Inclusive Excellence in practice, policies, and culture of the institution.
3. Support and facilitate the goals of the committees that make-up the Council.

INCLUSIVE EXCELLENCE ORGANIZATION CHART



Academic Affairs Committee: Provides and supports professional development for faculty and instructors with incorporating inclusive pedagogy and creating inclusive classroom environments

Assessment Committee: Organizes and coordinates quantitative and qualitative campus climate assessments as well as supporting Inclusive Excellence focused self-assessments at the department level

Communications Committee: Provides up-to-date information to the college about council events as well as distributes Inclusive Excellence related educational resources

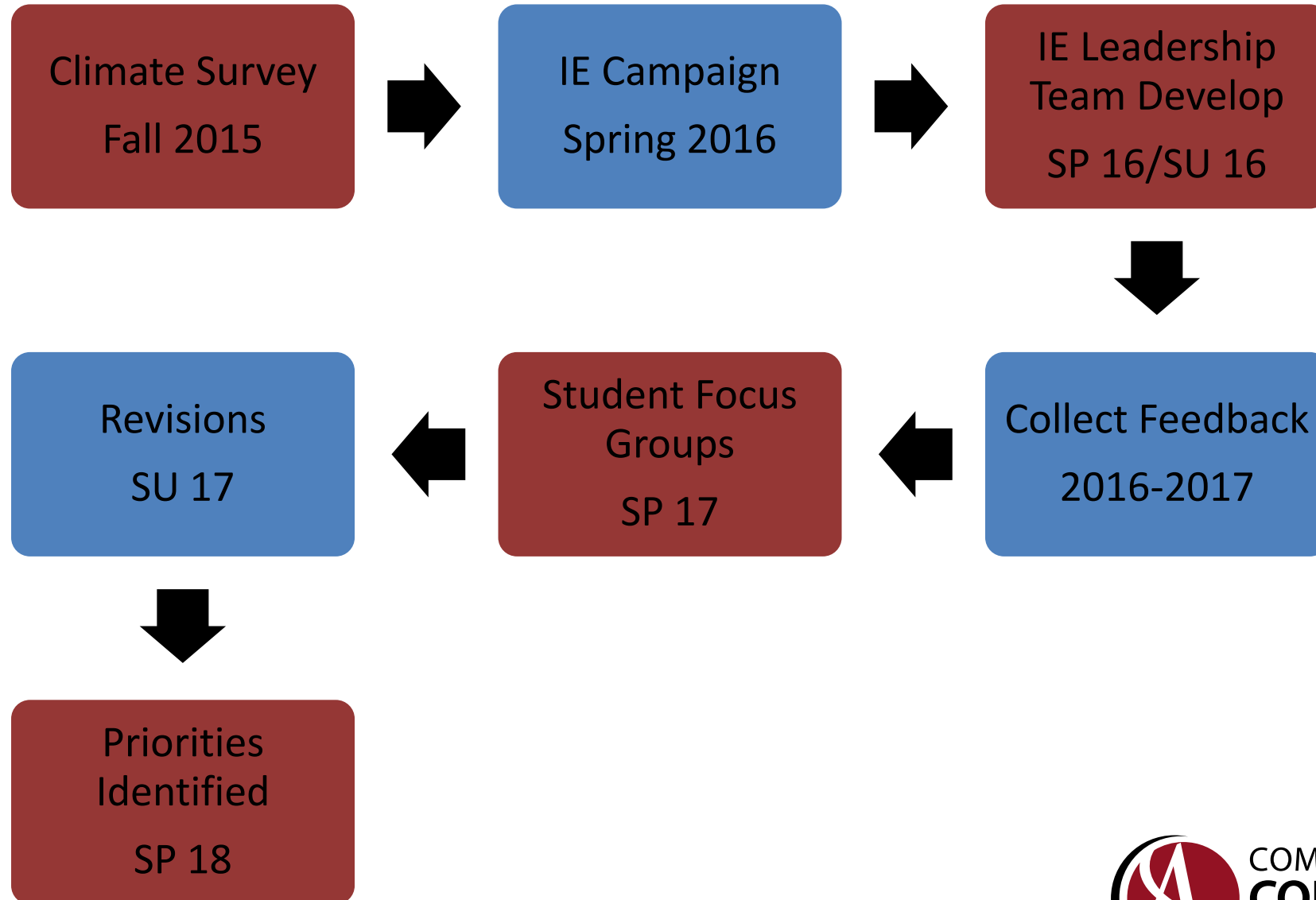
Human Resources Committee: Collaborates with the HR Department to create more inclusive hiring and onboarding practices

Programming Committee: Creates campus-wide events to engage students and employees on Inclusive Excellence related concepts and develops programs that respond to national, local, and global traumatic events that impact members of the CCA community

Training Committee: Develops the Inclusive Excellence Champion Training curriculum as well as conducts campus-wide Inclusive Excellence trainings for employees

*A council open to any employee of the college interested in contributing to and supporting the implementation of Inclusive Excellence in CCA's policies, practices, services, and curriculum

BACKGROUND OF IE STRATEGIC PLAN



IE STRATEGIC PLAN GOALS

Goal 1: Assess and evaluate the practices, policies, curriculum, student and program outcomes, and campus attitudes and experiences for equity and inclusion

Goal 2: Create intentional opportunities to engage students in College decision-making, understanding of Inclusive Excellence, and mentorship.

Goal 3: Establish and expand resources to support IE at CCA

Goal 4: Create, support, and maintain IE training for students, faculty, instructors, and staff

Goal 5: Embed IE in Human Resource policies and onboarding practices



PRIORITIES IDENTIFIED

First year priority focus: Student Engagement

Three year priority focus: Center for Teaching and Learning

Five year priority focus: Embedding IE in Human Resources

GOAL 1 PROGRESS & OPPORTUNITIES

Assess and evaluate the practices, policies, curriculum, student and program outcomes, and campus attitudes and experiences for equity and inclusion

Progress

- 23% on-campus response rate from student climate survey
- 91% of respondents felt instructors provide them opportunities to contribute in class
- 83% students felt comfortable expressing their religion compared to only 61% in 2015

Progress

- 3% increase in fall-fall retention rates for all student groups; 2017-2018
- 28.2% increase in completion for students of color
 - 35.7% completion rate for Latinx students
- 4.5% transfer rate increase for African American students; 1.2% overall for all students

GOAL 1 PROGRESS & OPPORTUNITIES

Assess and evaluate the practices, policies, curriculum, student and program outcomes, and campus attitudes and experiences for equity and inclusion

Progress

- Engagement w/community members in the following:
 - Aurora Fox Theatre *Hooded* play
 - CE instructor participation in IE workshops
 - Aurora Chamber of Commerce Diversity & Inclusion summit
 - Spanish version of recruitment video created

Opportunities

- Discuss ways to use disaggregated data for retention committee
- Include Community ESL students in disaggregated data
- Further analysis on student climate survey
- Create a process to respond to bias related incidents
- Align IE rubric dissemination with college-wide assessment committee tool

GOAL 2 PROGRESS & OPPORTUNITIES

Create intentional opportunities to engage students in College decision-making, understanding of Inclusive Excellence, and mentorship

Progress

- 11 Active programs offered for students this year
- 6 passive programs
- 344 total program attendees
- 8 students completed IE training
- Student Engagement in College Meetings and committees
- Student Feedback on physical space utilization
- IE Senate position filled on SGA

Areas for Opportunity

- Center student feedback in major decision-making
- Compensate students for their college-involvement and contributions
- Embed questions around IE in student course evaluations
- Create events and activities geared towards adult immigrant and ELL students



GOAL 3 PROGRESS & OPPORTUNITIES

Establish and expand resources to support IE at CCA

Progress

- IE Training Coordinator position hired
- Faculty D2L shell resource
- Louis Stokes Alliance for Minority Participation Grant
- Colorado State Library Grant to diversity collections
- Creation of the Latinx Advisory Committee
- Internship program created with Aurora Sentinel from result of a faculty IE mini grant

Areas for Opportunity

- Create permanent funding for adjunct instructors to participate in EILA
- Additional personnel needed for IE
- Create more online resources for staff and students to engage in IE
- Funding structure to support a CTL
- Community engagement that would yield more resources to support students and IE at CCA



GOAL 4 PROGRESS & OPPORTUNITIES

Create, support, and maintain IE training for students, faculty, instructors, and staff

Progress

- 90% of student training participants were able to recognize their own biases and implement IE strategies in their roles
- 56 staff completed IE training to total 145 since 2016
- Training has supported leaders and departments to revise programs, teaching, services with an IE lens

Progress

- 8 PD opportunities offered through the IEC
- 203 total participants from monthly IEC PD offerings
 - Deconstructing Whiteness in Professionalism
 - Understanding Two Spirited individuals
 - ELL Student Panel

GOAL 4 PROGRESS & OPPORTUNITIES

Create, support, and maintain IE training for students, faculty, instructors, and staff

Progress

- 11 Full-time faculty completed EILA
- 36 instructors completed EILA
- Research conducted to create a CTL
- 26 Workshops offered through Instructional Intervention & support
- 285 participants in workshops IIS
 - Inclusive Classroom Culture
 - Decentering Whiteness
 - Student Centered Learning

Opportunities

- Social Justice Course Development (currently under review)
- Consistent departmental application of IE
- Development of process to analyze data from EILA participants
- Faculty-instructor mentorship
- PD on supervising across race & ethnicity



GOAL 5 PROGRESS & OPPORTUNITIES

Embed IE in Human Resource policies and onboarding practices

Progress

- An IE performance goal has been and will continue to be included in performance goals for every employee
- Employees completed bias training
- Monitoring EEO data throughout every search

Areas for Opportunity

- IE embedded consistently throughout job descriptions
- Consistent IE related interview questions provided by HR
- Analyze employee retention and implement effective retention strategies especially for employees of color
- Revision to performance plans to reflect IE knowledge and application

COMMITTEE UPDATES 2019-2020

ASSESSMENT COMMITTEE NEXT STEPS

1. Complete and submit an IRB proposal to research impact of Implicit bias search committee training
2. Conduct Further analysis & recommendations from student climate survey
3. Collaborate with CCCS to amend staff climate survey for FY21 to include IE related and qualitative questions specific to CCA

COMMITTEE UPDATES 2019-2020

COMMUNICATIONS COMMITTEE NEXT STEPS

- Begin outreach to minority and women owned business to develop stronger vendor partnerships
- Participate in two service activities that will directly impact the historically marginalized populations in Aurora community
- Create a blog about IE and education
- Create accessible IE resources for staff on the MyCCA portal

COMMITTEE UPDATES 2019-2020

HUMAN RESOURCES NEXT STEPS

- Create a job description rubric to inform how to embed IE throughout qualifications and requirements
- Support HR Department with revising professional technical and classified employees' performance evaluations to embed concepts of IE
- Develop a bias response process for low level IE related incidents

COMMITTEE UPDATES 2019-2020

PROGRAMMING NEXT STEPS

- Plan and execute fall & spring programming
- Revise criteria for IE Awards and manage award nomination process

GET INVOLVED!

<https://www.ccaurora.edu/about-cca/inclusive-excellence/ie-council-and-leadership-team>

