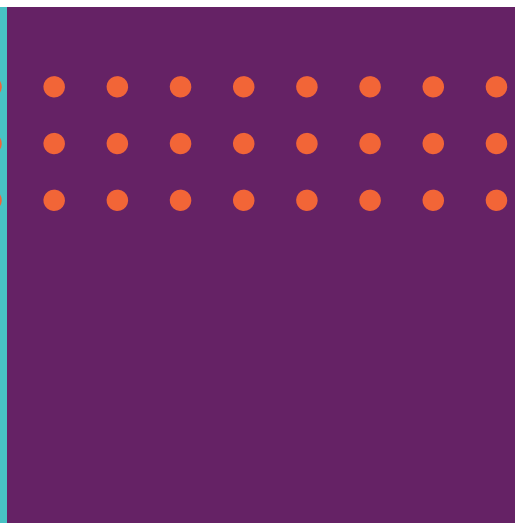
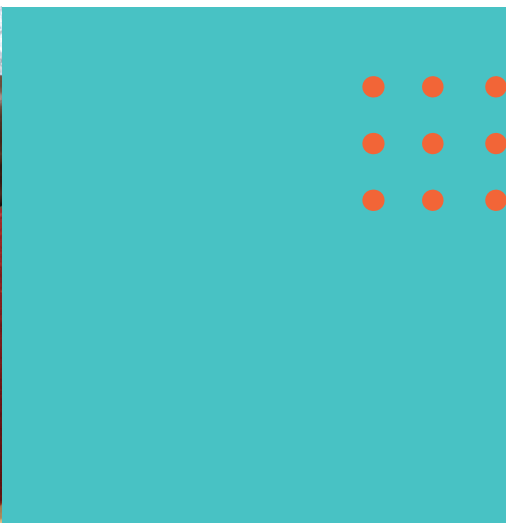


Diversity, Equity and Inclusion Action Plan



Hands-on
Higher Ed



WCTC'S OFFICE OF INSTITUTIONAL BELONGING, ACCESS AND CULTURAL ENGAGEMENT (BACE) advocates for members of the College community while emphasizing the importance of respect, cross-cultural relationships and identity development.





BACE's task is to help increase awareness about current system inequities in order to promote change. Through internal, campus-wide collaboration, BACE aims to:

- Build relationships
- Increase access for all students
- Provide dignified educational experiences
- Improve teaching and learning
- Promote change over time

Mission:

To promote inclusive learning and working environments for WCTC students and employees.

Vision:

Cross-cultural engagement, equity, inclusion and belonging are core institutional values at WCTC. These values drive decision-making, resource allocation, policies and practices. WCTC recruits, retains and supports a diverse community of students, faculty and staff.



Connecting the Why

WCTC's Diversity, Equity and Inclusion (DEI) team – a priority function of the Office of BACE – has developed intentional advancement strategies based on enrollment trends, changing student demographics and the national social unrest evident during the 2019-20 academic year.

The team's strategic directives work to address barriers for both students and employees, and providing diversity education in order to:

- Increase awareness of issues
- Reprioritize diversity, equity and inclusion
- Affect positive cultural change for the WCTC community

Focal Themes:

The following five focal areas guide BACE's action plan. This plan will be updated regularly to adjust priorities and deadlines to meet stakeholder needs.

- 1 COMMUNICATION:** Implement communication strategies to advocate for diversity, equity, inclusion and compliance
- 2 CURRICULUM:** Redesign curriculum to reflect equity-minded values and integrative knowledge of diverse histories, cultures and societies.
- 3 PROFESSIONAL DEVELOPMENT:** Develop a system for ongoing professional development opportunities, ensuring accountability
- 4 RECRUITMENT, REPRESENTATION, & RETENTION:** Increase diversity recruitment, representation and retention for students and employees.
- 5 SAFETY:** Commit to providing a discrimination- and harassment-free working and learning environment.

DIVERSITY: Diversity encompasses an array of experiences, including age, race, ethnicity, gender, religion, disabilities, socioeconomic status, sexual orientation, gender identity, national origin and more. An appreciative awareness of diversity provides the foundation for the understanding that individuals are shaped by these experiences.

EQUITY: Equity refers to the intentional practice of identifying the unique needs within our diverse community, and in turn, providing the individualized support needed for each individual to reach their academic and career goals.

INCLUSION: Inclusion is the degree to which all individuals in a community are welcomed, valued, respected, heard and able to participate. Creating an inclusive community requires intentional action to address historical underrepresentation and exclusion with respect to academic and career success, hiring, promotion and leadership, campus climate, curriculum and access to resources.



Diversity, Equity, & Inclusion

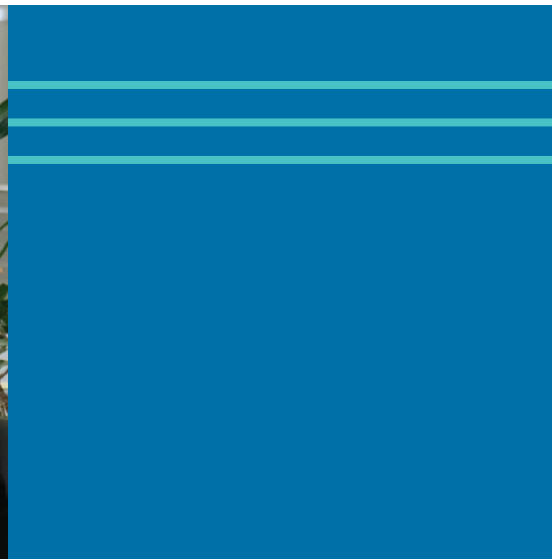
ACTION PLAN

ACTION ITEM	Communication	Curriculum	Professional Development	Recruitment, Representation and Retention	Safety
Provide updates at monthly College Communications Meetings	x		x		
Integrate DEI efforts/updates into overall WCTC internal and external communications	x		x		
Develop DEI strategic directives/goals to include in the WCTC Strategic Plan	x		x		
Introduce BACE to new employees at onboarding sessions	x		x		
Present at local, state and national conferences to build community awareness	x		x		
Host community-friendly WCTC Speakers Series events	x		x		
Develop positive educational messages to display on campus	x		x		
Develop training options for all staff, offering a certificate or badge for completion; training topics may include: <ul style="list-style-type: none"> • Diversity, equity and inclusion • Cultural competence/awareness • DEI-focused classroom management strategies • Basic foreign language skills • Disability awareness • Deferred Action for Childhood Arrivals (DACA) • Religion and religious holiday awareness • Ally/Safe Space • WTCS Interview Bias training 		x	x		
Share DEI communications on social media to promote authentic, organic conversations	x		x		
Review syllabi for inclusive language and infuse DEI into curriculum for all academic programs		x			
Establish a DEI course or lesson related to specific academic programs		x			



ACTION ITEM	Communication	Curriculum	Professional Development	Recruitment, Representation and Retention	Safety
Increase hiring of diverse populations for staff and faculty positions			x	x	
Promote mental health services for students and employees				x	
Allow for freedom of expression without threat of retaliation					x
Support programs to address barriers to academic success				x	
Create multiple "safe spaces" for diverse students and employees across campus				x	x
Develop intentional onboarding program to address student and employee needs prior to their start date				x	
Ensure physical safety of campus community					x
Create DEI data dashboard to include breakdown of minority staff by department and level, and students by program				x	
Expand staff demographics to mirror student diverse population (20%) at all levels				x	
Increase recruitment and retention of students of color				x	
Create Employee Resource Group for diverse employees to connect and pursue professional development opportunities			x	x	





For questions about this report, please contact:

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Acknowledgements

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