

Washington State DIVERSITY & EQUITY OFFICERS COMMISSION (DEOC)

2021-2023 WORK PLAN

The Diversity and Equity Officers Commission is comprised of members from each of the Washington State Community and Technical Colleges. We work to advance racial equity and to facilitate an environment in which employees, students, and community members feel valued, empowered, represented, and included within the college. We are committed to employee and student success by leveraging the expertise of community members to dismantle inequities within oppressive policies and standards, inequitable expectations and procedures, and biased behaviors and processes. Our Commission establishes the following workplan goals to address power, privilege, and oppression within the CTC system and at our Colleges.

Goal 1: Advocate for Increased Capacity for Inclusive and Anti-Racist Policies & Practices at WA State CTCs.

Strategies	Intended Outcome
<ul style="list-style-type: none"> A. Advocate for the hiring of Cabinet level Diversity Officers on every campus. B. Create a toolkit for college administrators to use to set up equity and DEO work for success on their Campuses. C. Advocate at the State Board for support to Campuses that are creating DEO positions and implementation of Best Practices to support those positions. 	<ul style="list-style-type: none"> 1. Increase cabinet level DEO positions in the WA CTCs. 2. Create toolkit by May 2022 which includes information on resource allocation, institutional structure, collaboration, organizational commitment and power/authority, best practices for colleges establishing DEO positions. 3. Training for college presidents interested in creating these positions on their campuses 4. SBCTC Director of Equity, Diversity & Inclusion meets with each college that is creating a DEO position to help with an intentional process.

Goal 2: Provide Equity and Anti-Racism Resource Sharing Across the State.	
Strategies	Intended Outcome
A. Create a DEOC Website B. Develop content to include on the SBCTC website about DEOC	1. Increase understanding of DEO Commission State-wide 2. Provide links to DEI resources that are vetted and approved. 3. Standard DEOC branding

Goal 3: Bill 5194 Action Team	
Strategies	Intended Outcome
<ul style="list-style-type: none"> A. Colleges must submit DEI strategic plans to SBCTC B. Diversity programs must include opportunities for historically marginalized students to form student-based organizations to support each other and to access trained mentors. C. Each college must establish a culturally appropriate outreach program to help marginalized students navigate college, financial aid, resources available in the community etc. D. SBCTC must develop a model faculty diversity program aimed at retaining and recruiting diverse faculty E. Each college shall post DEI strategic plans and definitions of key terms on their website. 	<ul style="list-style-type: none"> A. Offer colleges some examples of DEI strategic plans that help redress systemic inequities. B. Examples and blueprints of programs that foster the creation of affinity, resource groups, for support and coaching towards greater academic success. C. Resource bank of equity programs that center historically marginalized students, and inform how to reform systems within Colleges. D. Provide colleges with a consistent strategy or model to hire, retain diverse faculty. E. Provide Colleges with resources and examples to support their efforts.

Goal 4: Bill 5227 Action Team	
Strategies	Intended Outcome
<p>A. Create/share developmental framework/model/process to inform comprehensive, context-specific, anti-racist trainings, including an emphasis on the development of anti-racist curriculum, hiring practices, different departmental areas, intended outcomes/learning objectives, rubrics.</p> <p style="padding-left: 40px;">a. Beginning 2022-23 academic year, provide DEI and anti-racism professional development for faculty and staff; also includes student population beginning 2024-25.</p> <p>B. Create a sample evaluation for the professional development and training participants that captures (at a minimum) level of satisfaction, degree to which learning objectives were achieved, and how the knowledge gained can be applied to their work.</p> <p style="padding-left: 40px;">a. Create an evaluation for program participants; (aligning program outcomes to) eliminating structural racism against all races and promoting diversity, equity, and inclusion while improving academic, social, and health and wellness outcomes for students from historically marginalized communities.</p> <p>C. Work with SBCTC, Research and Planning Commission, and student stakeholders to inform and develop guidance for the campus climate assessments and listening and feedback sessions.</p> <p style="padding-left: 40px;">a. Institutions must conduct a campus climate assessment every 5 years to understand the current state of diversity, equity, and inclusion in the learning, working, and living environment on campus for students, faculty, and staff.</p> <p style="padding-left: 40px;">b. Between campus climate assessments, colleges must conduct annual listening and feedback sessions on DEI.</p>	<p>A. Offer colleges a consistent developmental framework/process to provide DEI and anti-racism training for faculty, staff, and students.</p> <p>B. Consistent intended outcomes/learning objectives to guide trainings across institutions.</p> <p>C. Guidance is provided to the colleges for the selection and implementation of their campus climate assessments that is focused on collecting data related to the current state of diversity, equity & inclusion in the learning, working, and living environments for students, faculty, and staff.</p>

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The purpose of commission:

- To provide leadership and learning to WACTC on the importance of the role of the Diversity and Equity Officer and issues related to equity, diversity, and inclusion.
- To propose goals for and support of the development and implementation of policies and procedures, programs, and practices, as established by a consensus of the membership or assigned by WACTC.
- To work collaboratively with and support of WACTC commissions and councils, in order to promote, integrate, and advance equity, diversity, and inclusion goals across the CTC system.
- To support the advancement of a system-wide infrastructure of equity, diversity and inclusion training and professional development at all levels of the community and technical colleges in Washington.