

ACC INCLUSIVE EXCELLENCE STRATEGIC PLAN GOALS AND OBJECTIVES

BACKGROUND

Arapahoe Community College remains dedicated to diversity equity and inclusion and is continuing to put action towards this commitment. The Inclusive Excellence Council Executive Leadership Team has recently developed an Inclusive Excellence Strategic Plan for the college. This plan is in direct alignment with the current 2020-2025 college strategic plan. The goals outlined within the plan are informed by the Inclusive Excellence Framework that was developed by the Association of American Colleges & Universities (Toward a Model of Inclusive Excellence)¹. These goals address closing student equity gaps

and creating a college environment where students and employees feel a sense of belonging, are supported, and are valued. The goals and actions within the plan are informed by current student success data, employee demographic data, and recent campus climate survey and focus group results. The actions within this plan will provide guidance for the institution to embed diversity, equity, and inclusion in the classroom, in support of students, and in ACC practices and procedures. Multiple constituent student, staff, and faculty groups will be asked to provide feedback on this plan and adjustments will be made.

Student Learning and Development



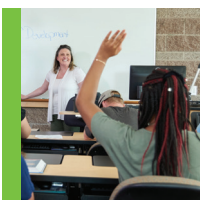
Provide opportunities for students to engage in experiences that increase their knowledge and develop their skillset in diversity, equity, and inclusion.

OBJECTIVE #1: Create a repository of resources for students related to Diversity, Equity and Inclusion.

OBJECTIVE #2: Redesign AAA Curriculum.

OBJECTIVE #3: Develop programs for students to engage in learning about social identity, power and privilege, and experiences and contributions of historically marginalized populations.

Equity-Mindedness in the Classroom



Demonstrate a commitment to culturally responsive pedagogy and diversify the curriculum.

OBJECTIVE #1: Increase instructor engagement around equity-oriented teaching and inclusive pedagogy.

OBJECTIVE #2: Increase enrollment in diversity-oriented courses.

OBJECTIVE #3: Provide quality teaching and learning through culturally relevant high impact practices, technology integration and ongoing faculty professional development to foster a caring and welcoming environment for each student.

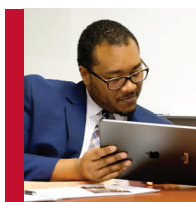
¹Williams, D.A., Berger, J. B., & McClendon S. A. (2005). *Toward a Model of Inclusive Excellence and Change in Postsecondary Institutions*. Association of American Colleges and Universities. https://www.aacu.org/sites/default/files/files/meil/williams_et_al.pdf



OBJECTIVE #4: Ensure course content reflects multiple social identities of students including but not limited to race, ethnicity, gender, sexual orientation, religion, military status, ability status, socio-economic status, gender identity, age, and their intersections.

OBJECTIVE #5: Expand high impact learning practices that are also culturally relevant, including but not limited to service learning, study abroad, work-based learning, undergraduate research programs, learning communities, writing intensive courses, collaborative assignments and projects, diversity/global learning experiences, e-Portfolios, community-based learning, internships, capstone courses and projects and first-year experiences.

Campus Climate



Assess and respond to gaps in regards to equity and inclusion in practice, procedures, processes, and culture at ACC.

OBJECTIVE #1: Assess and evaluate ACC policies, processes, and practices using an equity-minded framework and rubric.

OBJECTIVE #2: Conduct campus climate assessment every three years.

OBJECTIVE #3: Each Department will develop, implement, and measure equity goals on an annual basis.

Access and Equity



Utilize demographic data to examine, track, and report experiences and outcomes for students from historically marginalized populations.

OBJECTIVE #1: Ensure that all ACC students experience a brave environment to learn, express themselves and to feel a sense of belonging.

OBJECTIVE #2: Identify & track equity gaps in student persistence and retention at ACC.

OBJECTIVE #3: Increase student enrollment, retention, transfer and completion rates, particularly amongst historically marginalized students.

Human Resources



Focus on the systematic practices that lead to growth, development and accountability for employees as it relates to equity and Inclusive Excellence.

OBJECTIVE #1: Provide Equity-Minded professional development for all ACC staff employees.

OBJECTIVE #2: Collaborate with the Center for Professional Enrichment to engage faculty and instructors in learning about transformative equity-minded teaching practices.

OBJECTIVE #3: Review and revise inclusive hiring and retention practices using an equity-minded and anti-racist framework.

OBJECTIVE #4: Develop and support employee affinity groups to increase retention of employees.

OBJECTIVE #5: Revise employee performance plans to include measurements for implementing equity-minded practices.

OBJECTIVE #6: Develop Inclusive Excellence Champion awards for students, faculty, instructor, and staff.

OBJECTIVE #7: Align ACC budget priorities to Equity & Inclusion Strategic Direction.

**MOVE
MOUNTAINS**

**SCAN TO SUBMIT
YOUR FEEDBACK**



For more information or accommodations:

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