

COLLEGE EQUITY STRATEGIC PLAN GOALS AND OBJECTIVES

BACKGROUND

Arapahoe Community College remains dedicated to diversity, equity, inclusion, and access and is continuing to put action towards this commitment. The Inclusive Excellence Council Executive Leadership Team has recently developed a College Equity Strategic Plan for the college. This plan is in direct alignment with the current 2020-2025 college strategic plan and is a three-year plan that will be revised and on-going as needed. The goals outlined within the plan are informed by the Inclusive Excellence Framework that was developed by the Association of American Colleges & Universities. 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 groups such as students, staff, faculty, and instructor groups provided feedback on this plan and adjustments were implemented.

The College Equity Plan is an extensive plan and will be revisited on an annual basis. Due to the extensive nature of this plan, it is important to highlight what the main priorities to are to jumpstart this plan and narrow the focus to attain the goals mentioned. Three priorities have been identified and are listed below.

1. Provide foundational diversity, equity, and inclusion education and programmatic engagement opportunities for students and employees through the Student Learning and Development goal, the Equity-Mindedness in the Classroom goal, and the Employee Support and Development goal to increase awareness and knowledge of these concepts and practices.
2. Collect and analyze disaggregated data to identify and address equity gaps in student and employee success through the Access and Equity goal and the Employee Development and Support goal.
3. Embed equity-minded practices in employee recruitment, retention and support strategies through the Employee Development and Support goal and the Campus Climate goal.

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 to embed diversity, equity, and inclusion throughout the curriculum.

OBJECTIVE #3: Develop co-curricular 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. High impact learning practices include, but are 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, ePortfolios, community-based learning, internships, capstone courses and projects and first-year experiences.

Campus Climate



Assess and respond to gaps regarding 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 departmental equity goals in alignment with their program review, assessment cycle, or departmental reports
- OBJECTIVE #4:** Create an annual equity report to be distributed to the college on measurable progress of college and departmental equity goals.

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 learn, express themselves and feel a sense of belonging, in an environment where all voices can be heard, and students own both their intent and impact.
- 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.

Employee Development & Support



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

- OBJECTIVE #1:** Provide Equity-Minded professional development for all ACC employees.
- OBJECTIVE #2:** Review and revise inclusive hiring and retention practices using an equity-minded and anti-racist framework.
- OBJECTIVE #3:** Develop and support employee affinity groups to increase retention of employees.
- OBJECTIVE #4:** Revise employee performance plans to include measurements for implementing equity-minded practices.
- OBJECTIVE #5:** Develop Inclusive Excellence Champion awards for students, faculty, instructor, and staff.
- OBJECTIVE #6:** Align ACC budget priorities to Equity & Inclusion Strategic Direction.



SCAN TO SUBMIT
YOUR FEEDBACK



For more information or accommodations:
Inclusive Excellence Council
acc.iec@arapahoe.edu | 303.797.5830
arapahoe.edu/iec