

# DIVERSITY, EQUITY & INCLUSION

Attract, retain, and uplift systemically non-dominant students and employees

## Strategic Indicators Spring 2023 Update

**Annual action plans are created for implementation of the DEI Strategic Plan, leading to comprehensive implementation of the full DEI Strategic Plan by Spring 2026.**



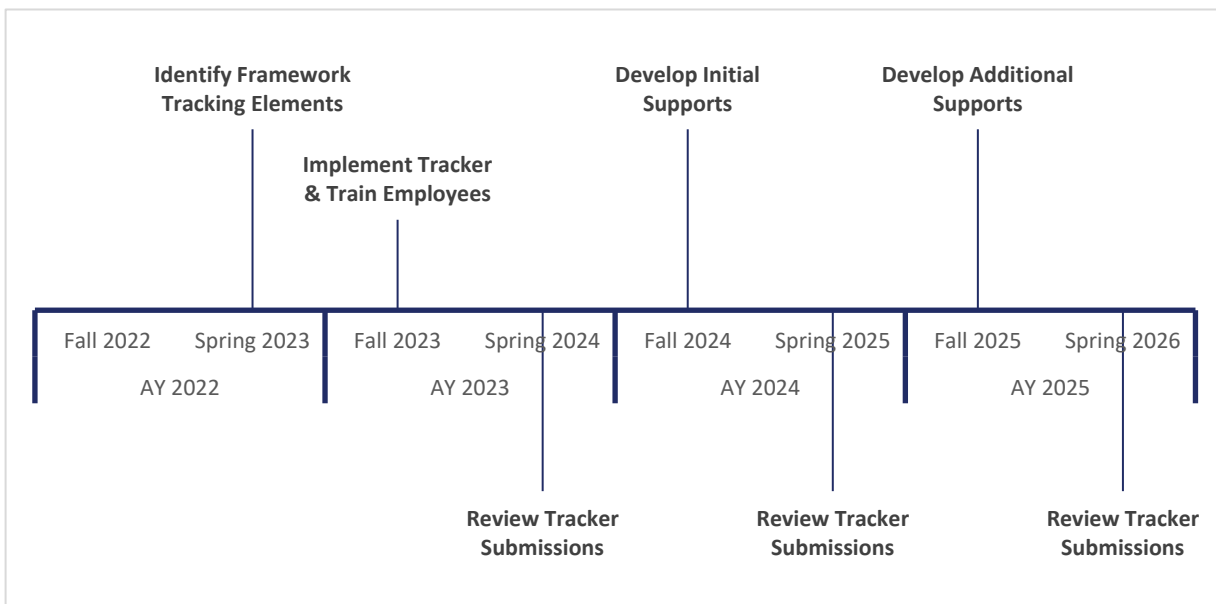
Strategic Action: Extend DEI planning efforts beyond the current three-year strategic plan ending in spring 2023, in alignment with the College's strategic plan ending spring 2026.

Accomplishments: The team continues to use the crosswalk with the Holistic Student Support and Excellence in Equitable Teaching and Learning teams to coordinate and collaborate on elements of the DEI strategic plan. The Hustle Huddle has onboarded new team members. A Teams site has been developed to facilitate sharing of resources, and to support teamwide communication.

People have been identified as leads for action items, and members of the Hustle Huddle are actively engaging with them to produce updates related to elements of the DEI strategic plan. Some updates are still pending; members of the Hustle Huddle will continue to update inventory of progress, so the team can identify which actions need to be carried forward into next year or beyond. The team has developed new strategies (e.g. face-to-face time with project leads) to document updates, and identify next steps.

Challenges: Team members continue to grapple with the creation of annual action plans that will lead to full implementation by spring 2026. The creation of crosswalks has created value, and will continue to help support collaboration/coordination; additional time and energy will need to be spent to scope this work, and identify annual action plans for the coming years. Capacity in the CDEIO office remains finite/limited; there are more needs and opportunities surfacing than can be pursued in the near term. The implementation of the DEI Plan requires significant collaboration as DEI principles become integrated in college habits and operations.

**Increased employee use, and growth in confidence in applying the DEI Framework to policies, procedures, and decisions.**



Strategic Action: Create tracking process for use of DEI Framework. Track current use of DEI Framework, and assess for ease and understanding of use. Build support tools to compliment use of DEI Framework.

Accomplishments: A project team has been working to update the existing framework (with a potential rebrand of “CCC Equity Compass”) and making additions modifications to support understanding and effective use by members of the CCC community. The project team is using tools created by peer organizations (e.g. Youth and Equity STEM group) as a reference point. As these reference points are considered, the project team will be working to localize the tool for use at CCC, and identify the outcomes (“compass directions”) that should be supported by application of the Equity Compass. The project team is in process creating visual tools that will help facilitate understanding and use of the Compass. Additional communication will be coming in fall 2023 to share more news about the updated tool. The project team will connect with members of the Shared Governance Redesign project, and the DEI Committee, to ensure that the DEI Framework and Shared Governance decision-making tools are in alignment.

Challenges: The Hustle Huddle vision would expand to having a toolkit that complements the core Framework tool; this will take some time to develop.

**Establish baseline information regarding the factors impacting the retention of non-dominant students and employees.**



Strategic Action: Modify and regularly deploy DEI Climate Survey, including strategies to collect information about factors impacting the retention of non-dominant students and employees.

The Climate Survey team has collaborated with Institutional Research and members of the Organizational Health Strategic Implementation Team to continue project planning for an Employee Climate Survey. The group is creating a charter and creating SMART goals, to inform the development of the climate survey. This survey spans multiple strategic implementation plan teams and therefore requires added levels of coordination of communication. This survey will be deployed in Fall 2024. The research team will be asking the College community to engage in activities that will help design the climate survey over the course of AY23-24.

The Climate Survey team is reviewing previously implemented surveys (e.g. EYES, COVID-era employee surveys) to begin some baseline analysis of CCC climate; the team is also examining tools used by peer institutions to research organizational climate (e.g. Gallup tools) to identify cultural indicators that should be measured via our College-specific survey. This analysis will help inform creation of a draft of a CCC climate survey, and supportive communication/engagement work that happens over the course of the coming years. The Climate Survey team is also working on building a communication/engagement plan for the Climate Survey—this will be a significant focus for summer 2023. This communication/engagement plan will include focus groups over the course of fall 2023, which will include discussion with the College community about what our cultural goals and aspirational goals should be.

  
**On Track**

  
**Progress Made,  
Assistance Needed**

  
**At Risk**