

WASHINGTON: EQUITY BY DESIGN

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COMMUNITY AND
TECHNICAL COLLEGES
Washington State Board



Student Success Center
NETWORK



Equity-mindedness emphasizes
institutional responsibility
to create equity and
enable practitioners to focus on
what they can do to close equity gaps.

~Lindsey Malcom-Piqueux & Estela Mara Bensimon

2017

WASHINGTON STATE BY THE NUMBERS...

58% of students enrolled in Washington's public higher education system are enrolled in community & technical colleges

45% are students of color

39% of bachelors degrees are awarded to students who started at a community or technical college

38% receive need-based financial aid

30,315 associate degrees were awarded in the 2017-18 year.

20.5 billion contributed annually to Washington state economy.



WASHINGTON STATE AT A GLANCE...

34 COMMUNITY &
TECHNICAL COLLEGES

34 UNIQUE BOARD OF
TRUSTEES
APPOINTED BY
GOVERNOR

STATE BOARD
GOVERNED BY 9
MEMBER GOVERNOR
APPOINTED BOARD

SBCTC PROVIDES
GENERAL OVERSIGHT
OF COLLEGE SYSTEM





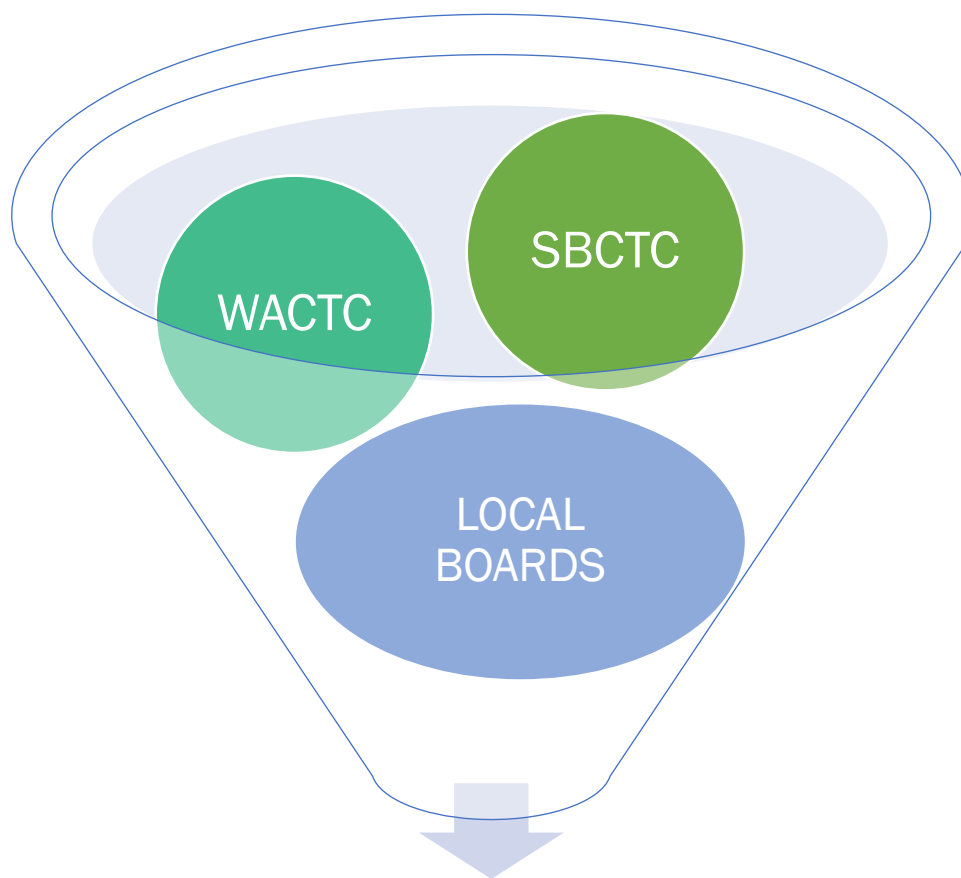
COMPLEXITIES IN WASHINGTON STATE

STATE BOARD
GOVERNED BY 9
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34 COMMUNITY &
TECHNICAL COLLEGES


34 COLLEGE BOARDS
OF TRUSTEES
APPOINTED BY
GOVERNOR



IMPLEMENTATION



BIG GOALS



Increase
Completion



Close Equity
Gaps



Develop Equity-
Minded Adaptive
Leaders





WASHINGTON ASSOCIATION OF COMMUNITY AND TECHNICAL COLLEGES

CRITICAL ISSUES COMMITTEE WORKPLAN

Four Paths:

- Professional Development
- Common Understanding of Equity
- Resource Bank
- System-level Policy Review



GRASSROOTS COLLABORATIVES STATEWIDE

Chief Diversity and Equity Officers (CDEOs)

Diversity and Equity in Hiring and Professional Development
(DEHPD)

- DEHPD - Listserv
- DEHPD - 17 Steps in the Hiring Process
- DEHPD - Faculty Diversity Hiring Task Force

Cross Institutional Faculty of Color Mentoring Program

Administrator of Color Mentoring Program

Social Justice Leadership Institute



CDEO STRUCTURAL INFUSION STATEWIDE

WACTC Board of Presidents Committee

- Strategic Visioning Committee
- Critical Issues Committee
- Strategic Enrollment Management Task Force
- Capital Budget Committee
- Bias Incident Response Team

Guided Pathways Advisory Committee

WA SBCTC Executive Director

CDEOs & Instruction Joint Commission mtgs

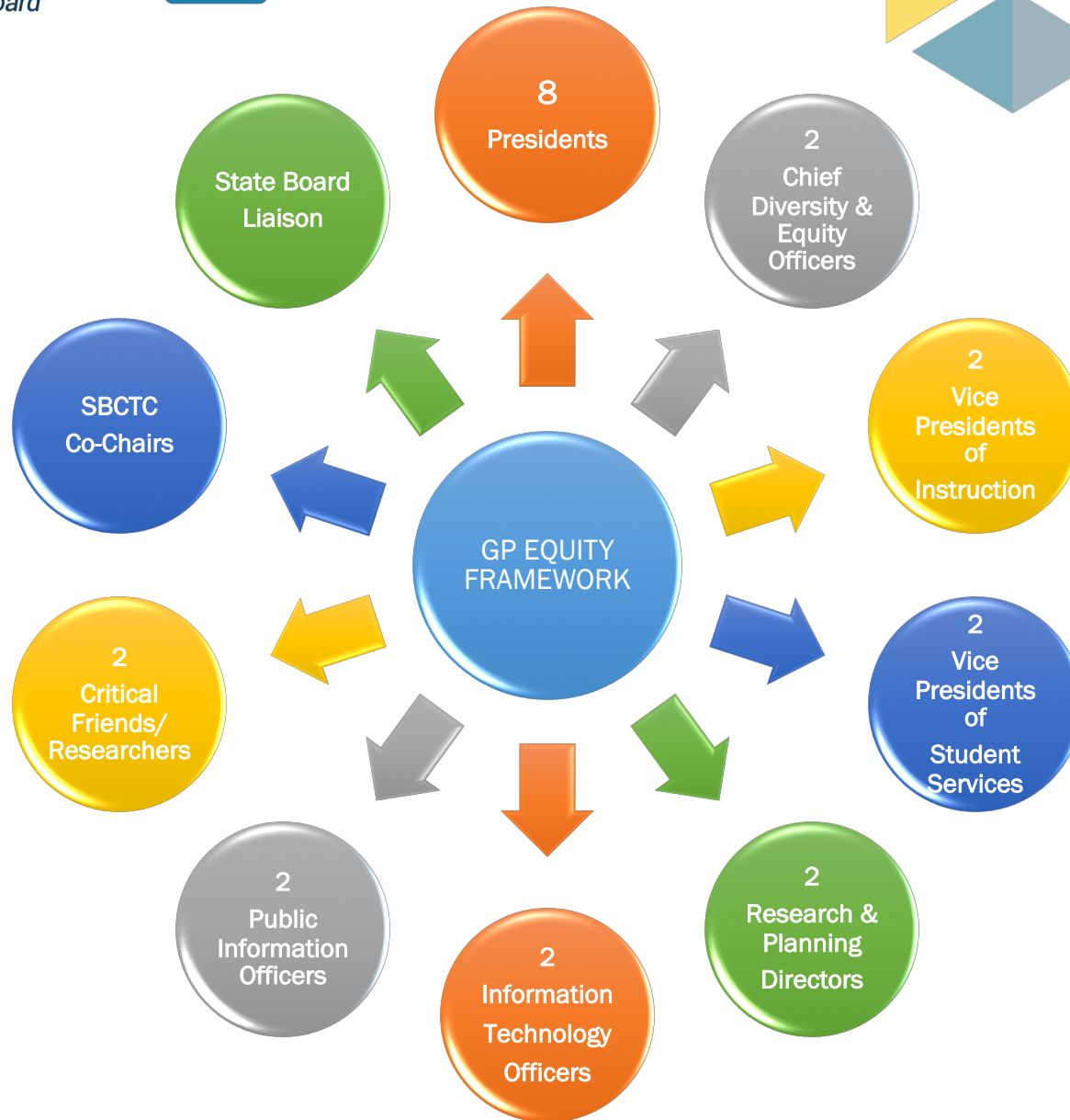


EARLY GUIDED PATHWAYS ADVISORY COUNCIL





2019 GUIDED PATHWAYS ADVISORY COUNCIL



#RADICALEQUITY

rad·i·cal

/ˈradək(ə)l/

Origin

Adjective

(especially of change or action) relating to or affecting the fundamental nature of something; far-reaching or thorough

radix

radicalis

radical

radic-



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forming the root

VISION

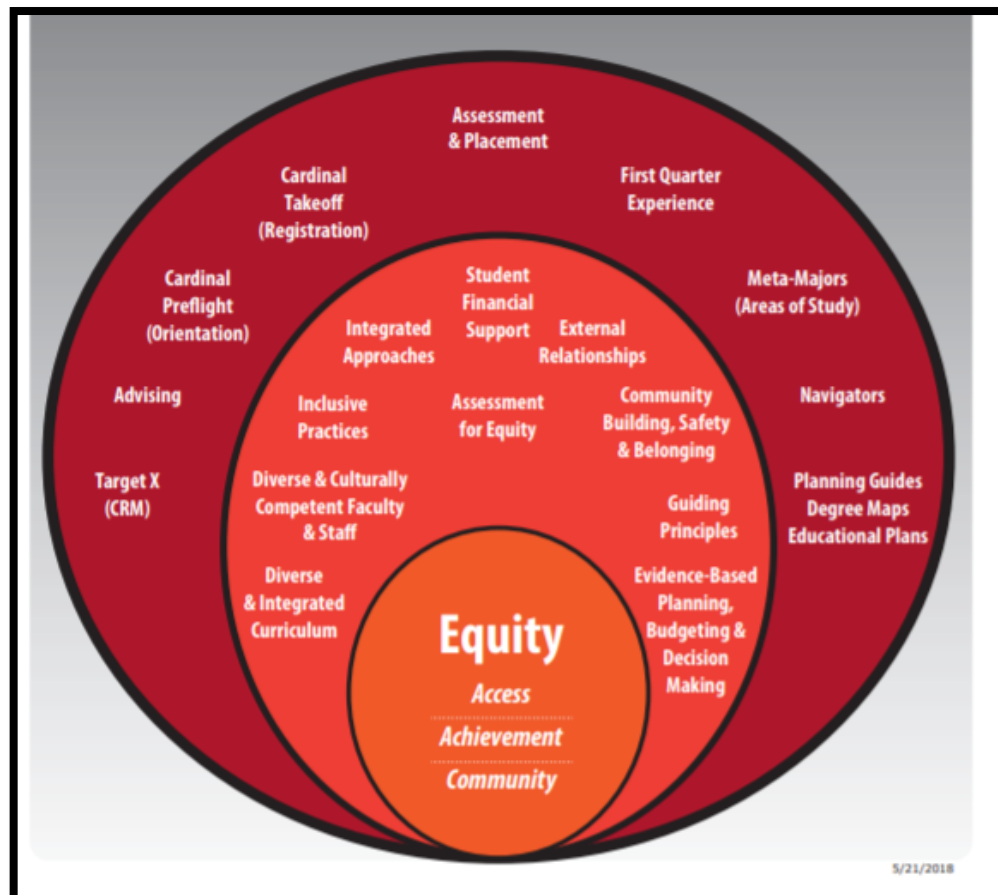
**A system that advances
racial, social, and economic justice
by achieving
equitable student aspiration, access,
economic progress and goal attainment**

MISSION

**Create
an equitable system
that prepares all learners to
engage in a
diverse society and workforce,
achieve economic progress and contribute
to a just society.**



SKAGIT VALLEY COLLEGE EQUITY FRAMEWORK





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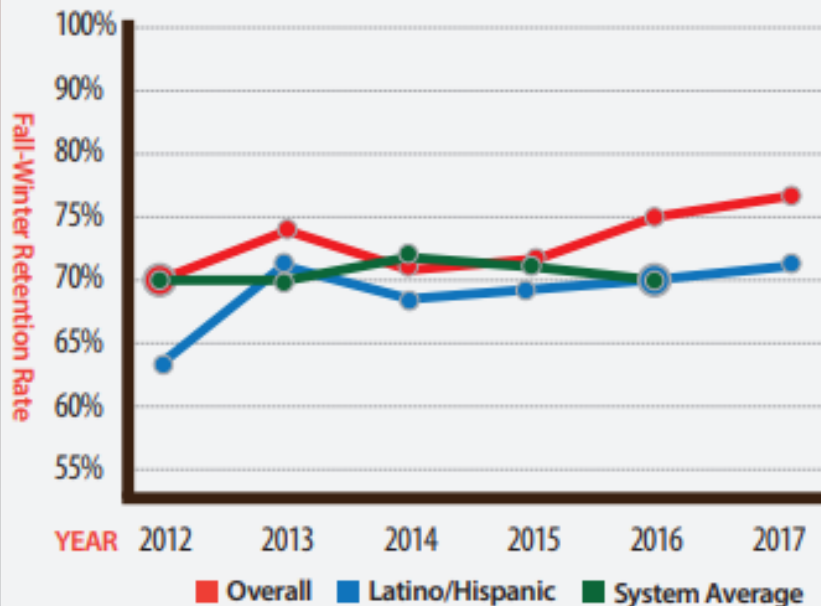
MEMBER

SKAGIT VALLEY COLLEGE

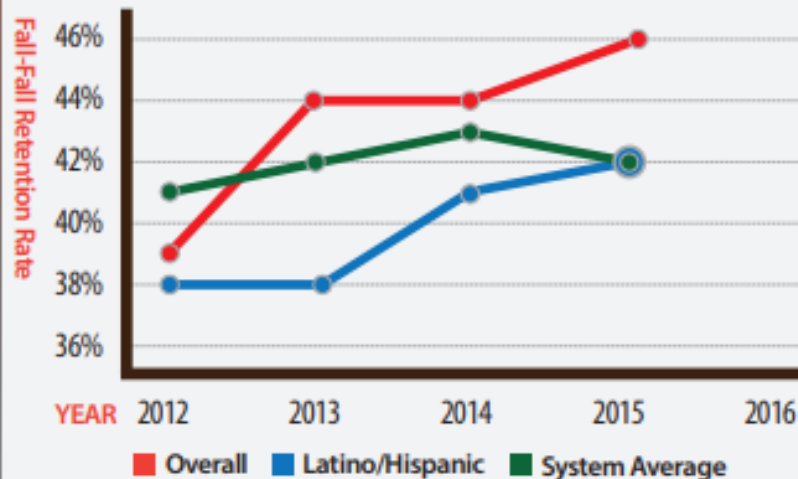
EQUITY OPERATIONALIZED

EQUITY/STUDENT ACHIEVEMENT SCORECARD

Fall - Winter Retention



Fall - Fall Retention



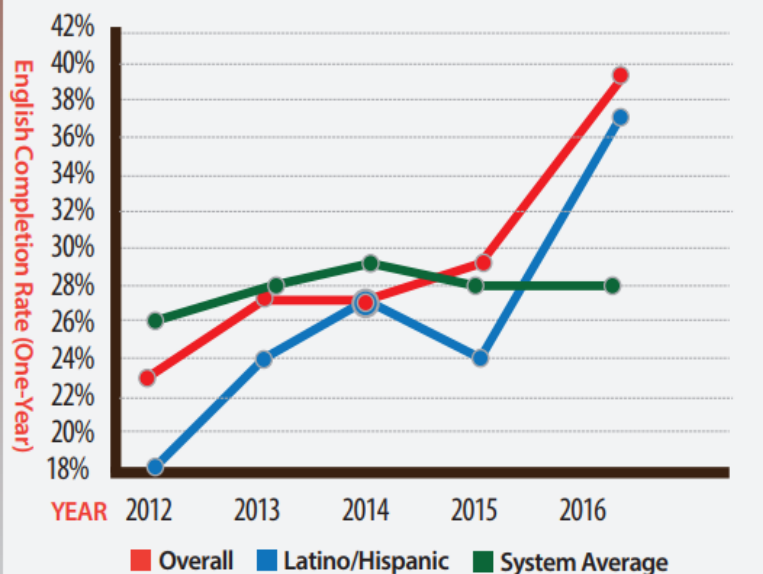


SKAGIT VALLEY COLLEGE

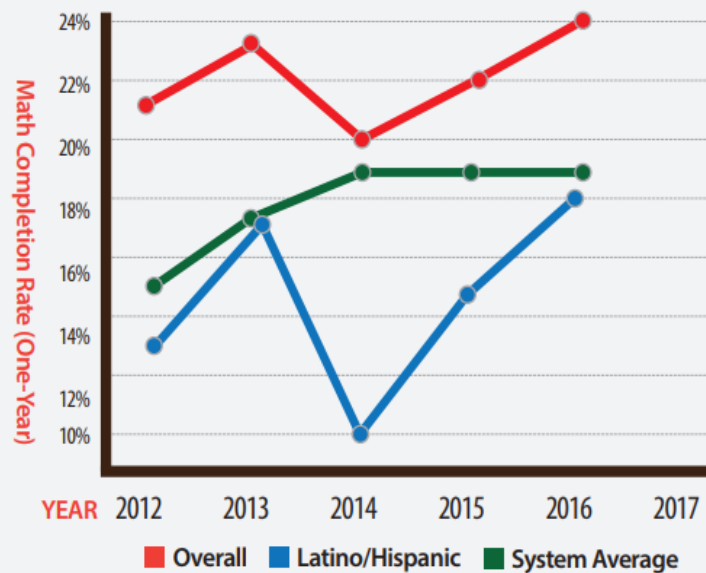
EQUITY OPERATIONALIZED

EQUITY/STUDENT ACHIEVEMENT SCORECARD

English Completion



Math Completion



BUILDING AN EQUITY FRAMEWORK



**Structural
Change**

**Capacity
&
Commitment**

**Partnerships
&
Collaboration**

**10 Point
Equity
Framework**

Equity

BUILDING AN EQUITY MINDSET

Transformational Change:

**Beliefs, Assumptions,
Actions and Purpose**

**Who Am I
In This
Framework**

**The
Importance
Of Our
'Why'**

**Guided
Pathways**

**5
Dimensions
of Equity™**

5 Dimensions of Equity™





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**Student Success Center
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Questions? Thoughts? Insights? Reflections?

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