

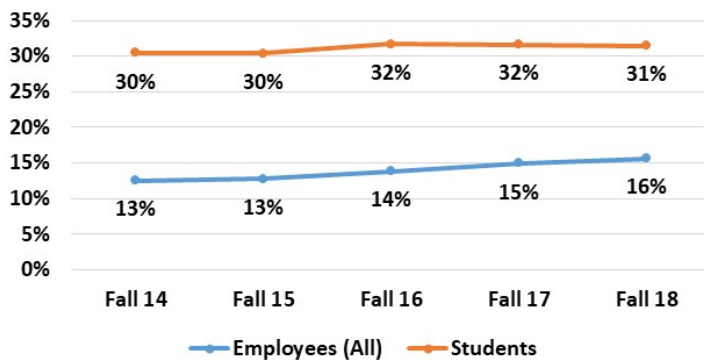
INTERCULTURAL AND MULTICULTURAL COMPETENCIES



AUGUST 2019

Clark College facilitates student learning by providing the conditions that improve educational outcomes and eliminate systemic disparities among all groups. Two strategies the college has implemented relate to improving employee cultural competencies through professional development and hiring employees reflective of the college's diverse students.

**Employees Reflect Student of Color Population:
Comparing Percent of Employees of Color to
Percent Students of Color**



**Student Intercultural and
Multicultural Competencies Indicator:

In-Development**

**Employee Intercultural and
Multicultural Competencies Indicator:

In-Development**

Monthly Highlights

- ◇ The Tenure Support office is in the process of developing training materials focused on equity for the tenure review process in order to ensure that the process is supportive in nature for faculty from systemically non-dominant backgrounds and that faculty are actively supportive of our systemically non-dominant students. The annual tenure committee training is required for all committee members (faculty and administrators) as well as the tenure-track probationers.
- ◇ The annual Teaching and Learning Day conference were held August 13-14, 2019. The agenda for the two-day conference provides a chance for over 300 staff members to engage professional development and focus on the five essential practices for moving our college forward: change, growth, engagement, readiness and goal setting. The conference offers more than 60 sessions, and in collaboration with the Office of Diversity, Equity, and Inclusion, there are (7) focused on privilege and inequity (PPI). Sessions include Safe Zone training; Race, Space, and Belonging; It Takes a Village of Building Community; What is Cultural Appropriation; Can We All Just Get Along; Why "Diversity Recruitment" isn't enough; and Communicating through Social Change. Some sessions will repeat twice to help maximize participation.
- ◇ The advising team participated in quarterly trainings and workshops presented on- and off-campus, including Appreciative Advising, which provide further education on how to engage in the intentional collaborative practice of asking generative, open-ended questions that help students optimize their educational experiences designed to eliminate achievement gaps.