

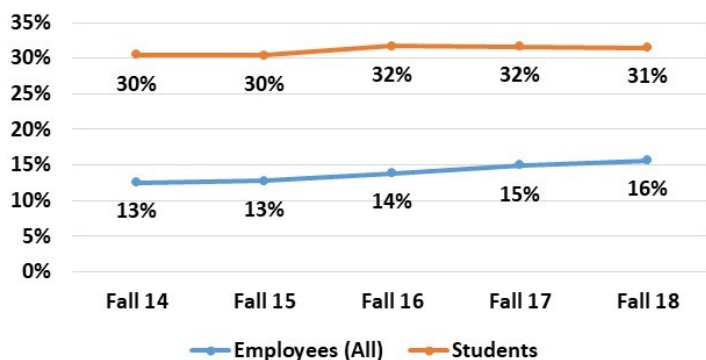
INTERCULTURAL AND MULTICULTURAL COMPETENCIES



SEPTEMBER 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

- ◇ Five Clark faculty are participating in the statewide Faculty of Color Cross-Institutional Mentorship Program in 2019-20: Travis Kibota (Biology), Sophie Lin (Physics), Mika Maruyama (Psychology), Adnan Hamideh (Business), and Christina Smith (English).
- ◇ Two tenured faculty members, Erin Staples and Liz Donley, attended the 2019 Appreciative Advising Institute at Florida Atlantic University. This provided an opportunity for faculty advisors to collaborate with employees in student affairs around best practices in advising.
- ◇ Newly hired tenure track probationer, Olga Lyubar, attended the 30th Anniversary of Assembly on Education Building Pathways through Education presented by the American Health Information Management Association (AHiMA). As promised in community forums, Olga is developing the Clark College HIM program with the resources and new proposed curriculum competencies by the Commission on Accreditation for Health Informatics and Information Management Education. (FYI: 17 students originally accepted Clark College's offer to pay for tuition, books, and fees to complete the HIM program at PCC. At this time, 11 students have graduated, 3 changed majors, and 3 will be complete at the end of this year).
- ◇ The Teaching and Learning Center is in the process of creating a website designed to support adjunct instructors, including resources on equitable course design, as well as personal and professional development.
- ◇ Disability Support Services staff presented at T&L Days on Presenting Accessibly. The content and resources provided an inclusive framework for both presentation materials and approach. The outcome was improved competencies of how to support those with various disabilities in order to foster inclusion of Clark employees and mitigate ableism.
- ◇ Unfortunately, Dr. Ellen Harju, the Director of Math, Engineering, Science Achievement (MESA) recently left the College. We are in the process of posting and recruiting for the position of the Director of MESA. MESA is a program designed to increase the number of historically underrepresented (African American, Native American, Latino/Hispanic, and Pacific Islander/Hawaiian) community college students who transfer to universities and earn STEM bachelor's degrees.
- ◇ HR is continuing to work with the assigned Board members on developing the process for appointing Search Advisory Committee members and providing required unconscious bias and equity in hiring training.