

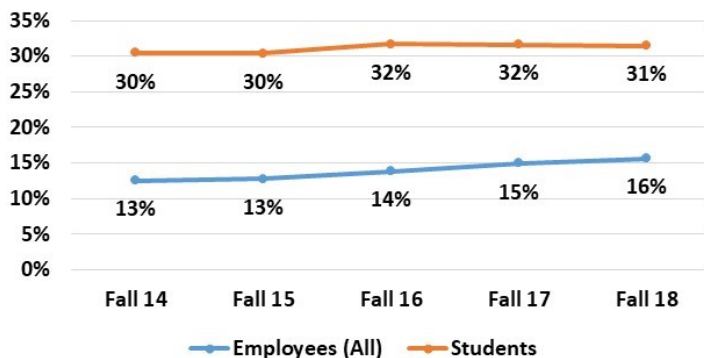
INTERCULTURAL AND MULTICULTURAL COMPETENCIES



OCTOBER 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

- ◇ On Oct. 2, the Office of Diversity, Equity and Inclusion hosted The Diversity Connect Breakfast (previously known as the Systemically Non Dominant Breakfast Mixer). This event is geared towards students, faculty and staff of the Clark College Community that identify as Systemically Non Dominant groups. They are defined as: People of Color, People Living with Disabilities and People who identify as LGBTQIA2S+. Breakfast items were served and the breakfast gave an opportunity for the community to bond together.
- ◇ The Director of Advising Services has partnered with the Director of the Office of Diversity, Equity and Inclusion (ODEI) to pilot a PPI training that is infused with new student employee onboarding training. This training is intended to mirror content already created and presented to current student employee groups (e.g., Student Ambassadors, ASCC Officers, etc.). All new student employees in Advising Services will complete this training during fall term. At the end of fall term, a reflection/feedback session will be held with this group in order to record the experiences and measure the outcomes for continuous improvement.
- ◇ October 1st ODEI launched the B.U.I.L.D. program (Building Understanding, Intercultural Leadership and Development), for Clark College staff, faculty and students. This program will provide power, privilege and inequity opportunities through listening, learning and practicing social equity in alignment with Clark College's Strategic and Social Equity Plan. We received 40 applications to participate in this inaugural year
- ◇ At the start of fall 2019, Access Services in the library began piloting a training program to educate student, part-time, and full-time employee in the areas of diversity, equity, and inclusion and their relevance to the library. Access Services will also have a mandatory student employee training on Oct. 11th to cover these topics as a group to put in more intellectual labor and will follow up at the end of the quarter with a discussion meeting that will focus on the emotional labor.

2019-2020 Board Priorities: Professional Development, Hiring and Retention, College Climate