

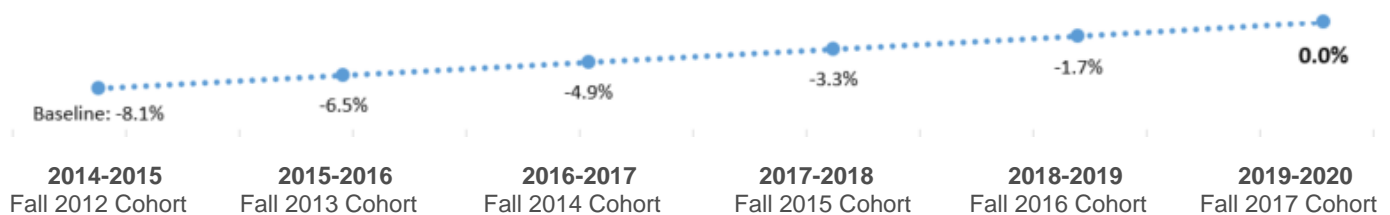
SOCIAL EQUITY



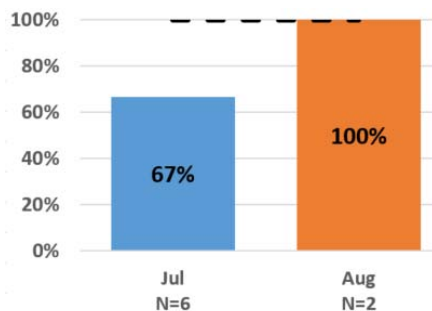
SEPTEMBER 2016

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.

**First-Term, Certificate or Degree-Seeking, Full-Time Student Three-Year Completion Rate:
Difference Between Systemically Non-Dominant and Systemically Dominant Groups**

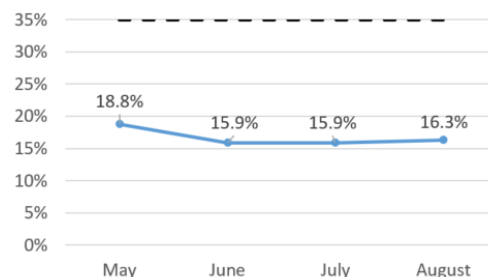


Percent of Full-Time Applicant Pools with At Least 25% People of Color or People with Reported Disability



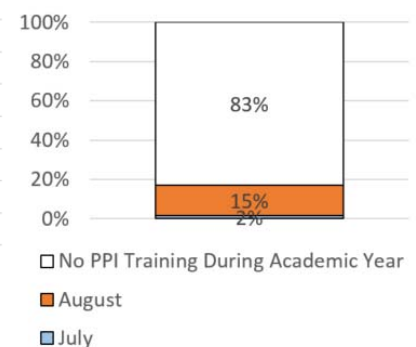
-- Benchmark: 100% of Applicant Pools

Percent of Employees Of Color or Employees with Reported Disability



-- Benchmark: 35% of Employees to Match Student Demographics

Percent of Employees Engaged in Professional Development Opportunities in PPI



Monthly Highlights

- ◇ Disability Support Services staff presented on Accessibility at Teaching and Learning Days, teaching staff how to create accessible content that works for individuals with disabilities who use assistive technologies.
- ◇ During Teaching and Learning Days, speaker Dr. Ata Karim presented "Understanding Islam" to Clark College employees.
- ◇ Clark College partnered Gifford Pinchot National Forest and SW WA LULAC to present Diversity Hiring Information Session on August 30th that was open to community.
- ◇ Counseling and Health Center designed and implemented Safe Space Training on May 13 for staff to address issues of Homophobia, Biphobia and Transphobia related to Title IX gender inequity.

