

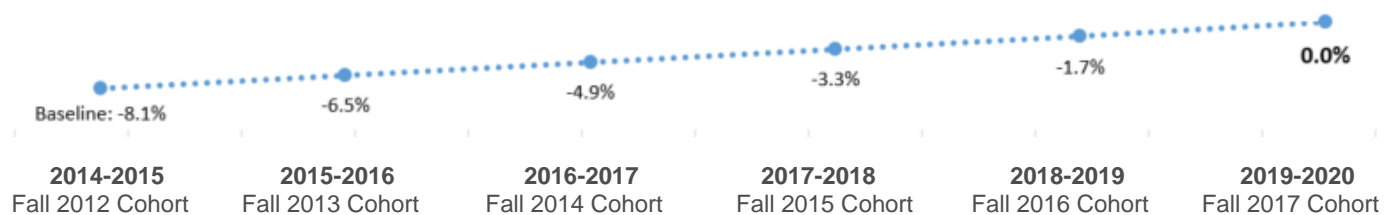
SOCIAL EQUITY



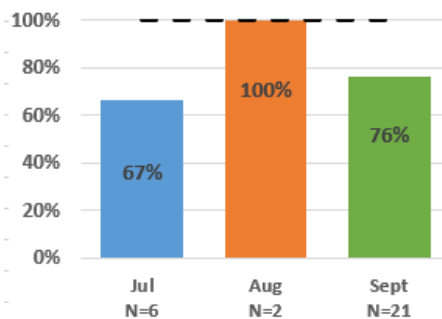
OCTOBER 2016

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**

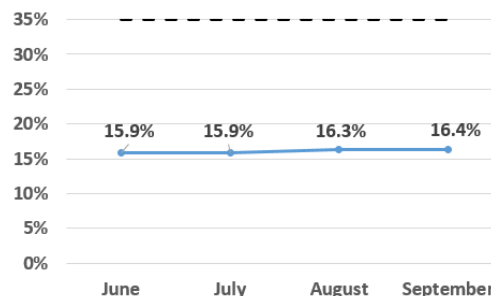


Percent of Full-Time Applicant Pools with At Least 25% People of Color or People with



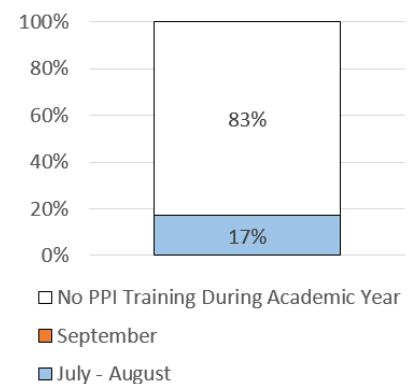
-- Benchmark: 100% of Applicant Pools

Percent of Employees Of Color or Employees with Reported Disability



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

Percent of Employees Engaged



Monthly Highlights

- Three Clark College faculty members were selected and attended the Statewide Collaborative Mentoring Program for Faculty of Color. This is a yearlong pilot program that had their kickoff retreat on September 30. Approximately 70 faculty enrolled from 21 different institutions.
- Clark College was represented at the Peace and Justice Fair to support enrollment of students and promote careers at Clark College on September 17 at Esther Short Park.
- The Student Leadership participated in Power, Privilege and Inequity Training and Safe Zones Training.
- Bevyn Rowland, Faculty Counselor/Professor, graduated from the Washington State Social Justice Leadership Institute in August 2016. Marianne Luther, Program Coordinator, applied to and was accepted into the Washington State Social Justice Leadership Institute for 2016-2017.
- Bevyn Rowland was granted funds for a Professional Learning Community (PLC) focused on Power, Privilege, and Inequity through SBCTC. She is currently launching her PLC with 15 Clark College employees.
- On Thursday, October 6 over 200 people attended "Income Inequality: Is the American Dream at Risk?" a faculty panel discussion.