

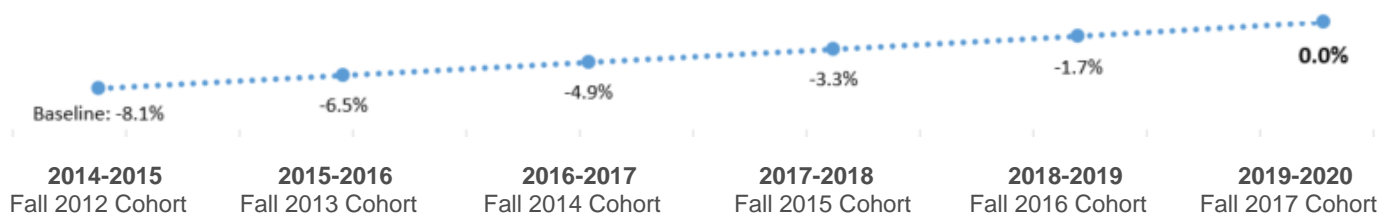
SOCIAL EQUITY



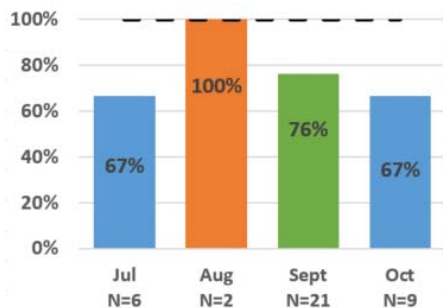
DECEMBER 2016

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**

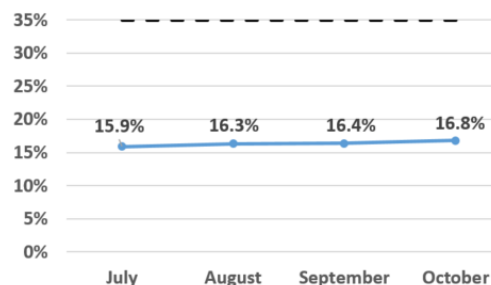


Percent of Full-Time Applicant Pools with At Least 25% People of Color or People with



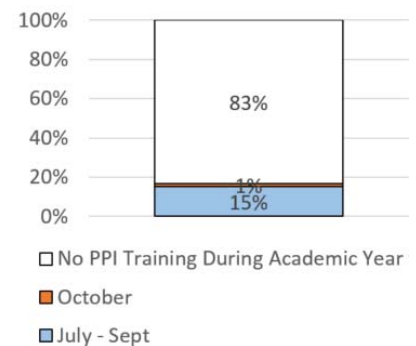
-- Benchmark: 100% of Applicant Pools

Percent of Employees Of Color or Employees with Reported Disability



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

Percent of Employees Engaged in Professional Development Opportunities in PPI



Monthly Highlights

- ◇ The offices of Diversity & Equity and Disability Support Services hosted Lydia X.Z. Brown's presentation on Disability Justice and Intersectionality to approximately 50 students and staff on October 18 for Disability Awareness Month.
- ◇ The Recruitment Office, in partnership with the Office of Diversity & Equity, hosted our annual Gateways: A Student of Color Open House on October 27. Approximately 75 students attended this event focused on students of color in our local service district. They became familiar with a college campus, learned about resources available to them and that college is possible.