

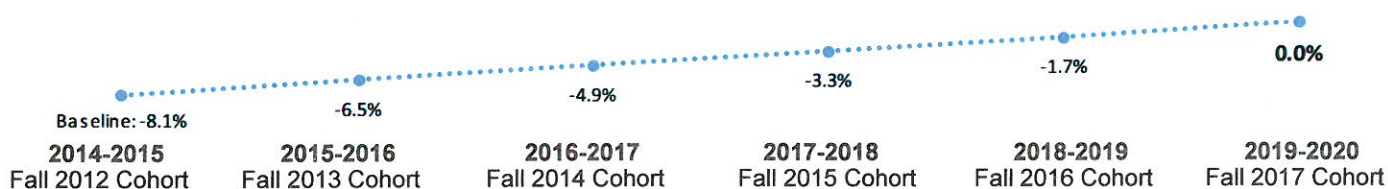
SOCIAL EQUITY



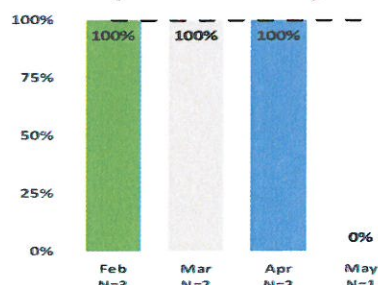
JUNE 2017

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

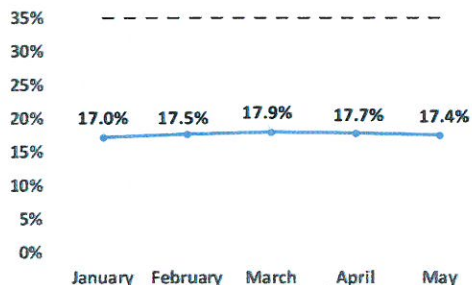


Percent of Full-Time Applicant Pools with At Least 25% People of Color or People with Reported Disability



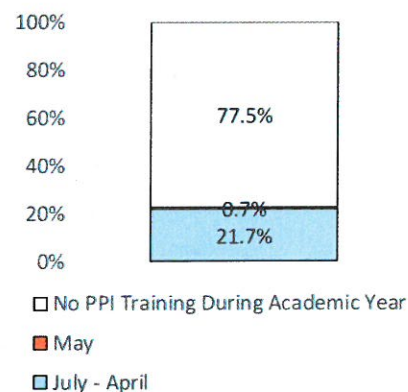
-- Benchmark: 100% of Applicant Pools

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



□ No PPI Training During Academic Year
 ■ May
 ■ July - April

Monthly Highlights

- ◇ The college has significantly increased its efforts to hire employees from systemically non-dominant populations. Listed below are a few outcomes from this effort:
 - * Increased the proportion of applicant pools meeting the 25% Diversity goal from 2013-2014 (43%) to 2016-2017 (73%).
 - * Provided mandatory "Equity in Hiring" training to over 482 employees.
- ◇ The college implemented strategies this past year to improve social equity, a few are listed below:
 - * Developed Penguin Pantry, offering food and supplies, with a secured site and funding – opening summer 2017;
 - * Hosted annual Gateways: A Student of Color Open House to introduce local high school students to the college's resources and programs;
 - * Held annual Career Clothing Closet event; and
 - * Introduced a new technology called Ally, a new online accessibility checker for course content.