

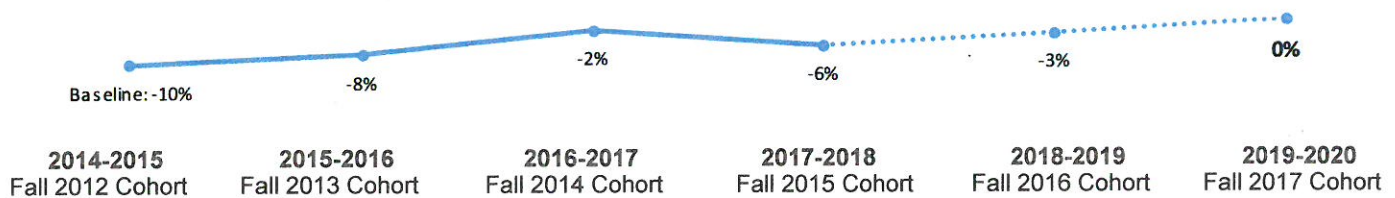
SOCIAL EQUITY



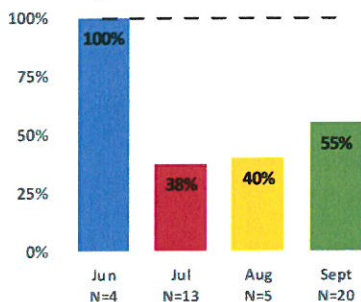
NOVEMBER 2018

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

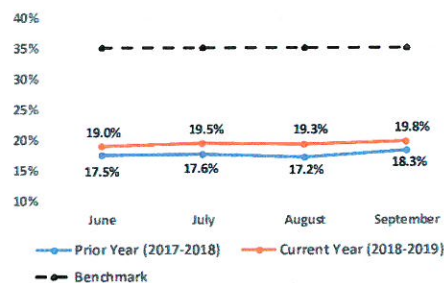


Percent of Full-Time Applicant Pools with At Least 25% People of Color or People with Reported Disability



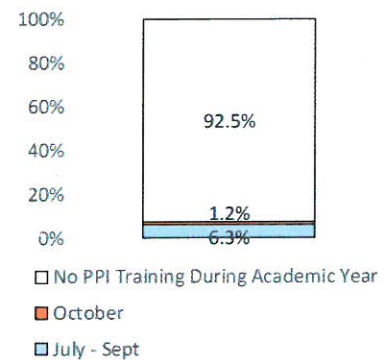
-- Benchmark: 100% of Applicant Pools

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

- ◇ Based on the work with Canvas, Larch Corrections faculty have been sought out by the California Department of Corrections and Rehabilitation to assist with the improved utilization of Canvas. This highlights the tremendous work of faculty at Larch Corrections Center and their work to close the gap between what is offered on main campus and what can be offered in the corrections setting.
- ◇ Career Services collaboratively ratified their first Social Equity Statement: "Career Services staff honor all intersectional identities, and work to understand our own identities to be culturally competent in the services we provide. We are advocates committed to supporting and serving systemically non-dominant groups. We aim to remove barriers in the career exploration and job search process. Our intention is for our services to be fully accessible and students to become equitably marketable in the global economy."
- ◇ Due to the timing of the November board report, October and November data will be provided for the diversity of applicant pools during the December board report.