

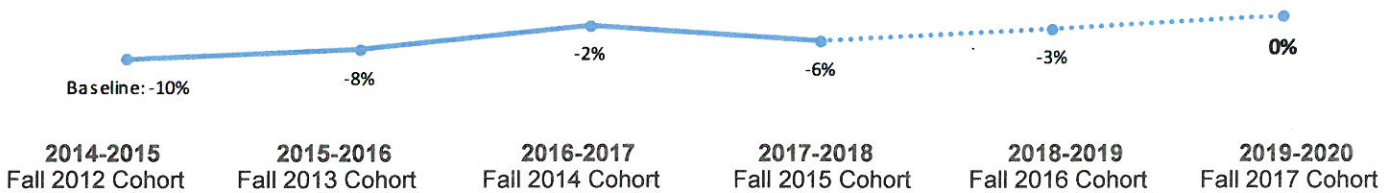
SOCIAL EQUITY



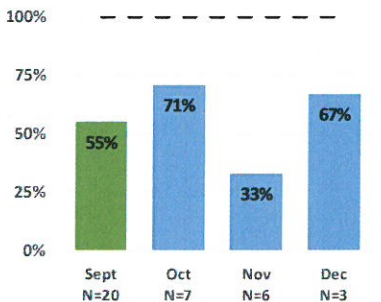
JANUARY 2019

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

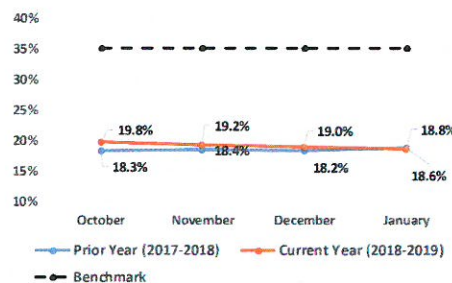


Percent of Full-Time Applicant Pools with At Least 25% People of Color or People with Reported Disability



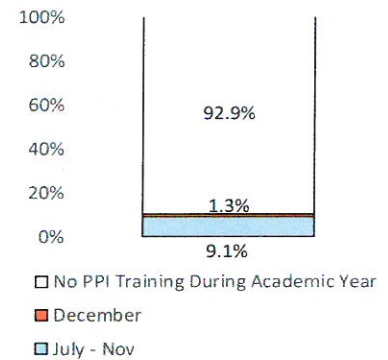
-- Benchmark: 100% of Applicant Pools

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

- ◇ In October 2018 there were 7 full time applicant pools with 77 systemically non-dominant applicants - 72 People of Color.
- ◇ In November 2018 there were 6 full time applicant pools with 46 systemically non-dominant applicants - 46 People of Color.
- ◇ In December 2018 there were 3 full time applicant pools with 21 systemically non-dominant applicants - 18 People of Color.
- ◇ Human Resources, in partnership with the office of Diversity, and Equity has been conducting Equity and Hiring training for college staff typically once a month and as needed. During this workshop staff learns the best practices for serving on a screening committee, tools for developing job announcements as well as tips for diversity recruitment using various methods of outreach. This workshop has a focus on institutionalized hiring and retention practices that challenge systems of power, privilege and inequity. This training is required every two years for those who serve on screening committees. This training aligns with the Social Equity core theme for Clark College.