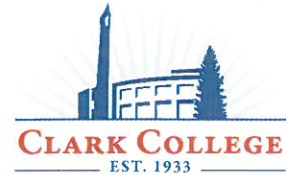


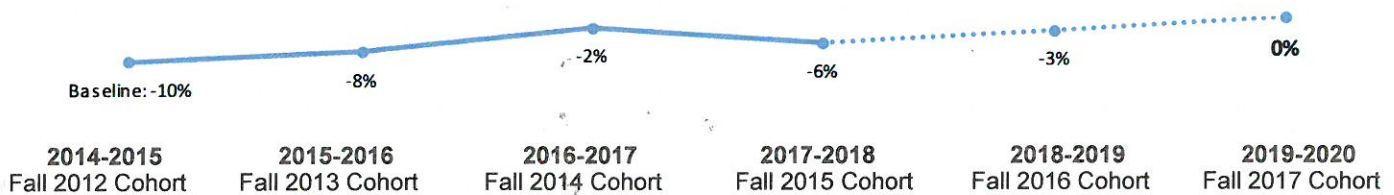
# SOCIAL EQUITY



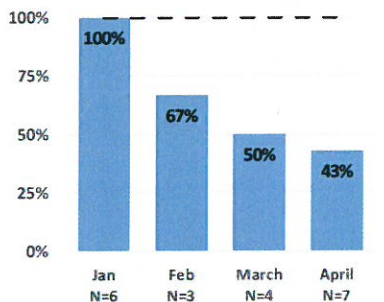
MAY 2019

*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**

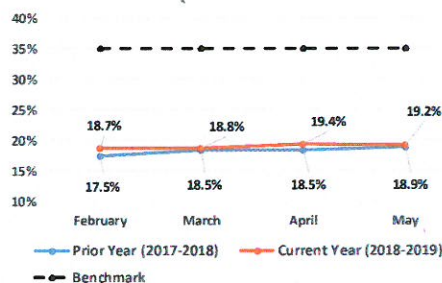


**Percent of Full-Time Applicant Pools with At Least 25% People of Color or People with Reported Disability**



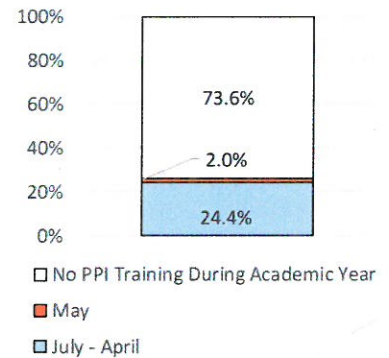
-- Benchmark: 100% of Applicant Pools

**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 April 2019, there were 7 full-time applicant pools with 90 Persons of Color.
- ◇ Fifty-five percent of full-time employees have completed a professional development opportunity related to challenging power, privilege, and inequity. Only 8% of part-time employees have completed a professional developmental opportunity related to challenging power, privilege, and inequity. Therefore, the overall percent of all employees employed at some time during the academic year 2018-2019 who completed a professional development opportunity related to challenging power, privilege, and inequity is 26%.
- ◇ In Winter 2019, Clark College Libraries Technical Services hired and on-boarded a student worker for a new "Library Accessibility Tester" to test key library online resources with assistive technology. The purpose of this pilot position is targeted student user experience testing with JAWS screen reader to help Library technical experts and Library User Experience Team proactively identify usability and accessibility problems and address their causes through local customization, collaboration with DSS experts, and troubleshooting with vendors.