

COCC Diversity Plan Goals, Learning Outcomes, Strategies, and Measurement Tools

Central Oregon Community College (COCC) believes that creating a respectful and inclusive multicultural environment requires the thoughtful and intentional efforts of everyone at the College, including all COCC employees and students. The Diversity Committee, along with the Office of Diversity and Inclusion (ODI), serve as important resources to assist with implementing this plan and addressing concerns or questions that arise. As the College strives to foster a safe, inclusive, and just community, everyone will benefit. Therefore, the administration, department chairs and directors, committee and organizational leaders, and student leaders have special responsibility for ensuring that respect for diversity is embedded and practiced in the core activities of their units. As such, the following serves as the COCC Diversity, Equity, Inclusion and Belonging (DEIB) plan.

Central Oregon Community Colleges strives to foster an environment grounded in equity, opportunity and access. Therefore, leadership, faculty and staff, as well as student leaders, have special responsibility to ensure that respect for diversity is embedded and practiced in the core activities of their departments, programs or disciplines. The Diversity Committee, along with the Office of Diversity and Inclusion (ODI), serve as important resources to assist with implementing this plan and addressing concerns or questions that arise. As such, the following serves as the COCC Diversity, Equity and Inclusion plan.

Goal 1: College Mission and Goals: Diversity, equity, inclusion and belonging (DEIB) is embedded in COCC department missions and goals.		
Strategic Plan Connection: Access		
Outcomes:	Strategies:	Measurement Tools:
COCC Department mission statements will reflect respect for differences.	Meet with College departments, programs and disciplines to discuss strategies as to how to best deploy COCC's Principles of Community and DEIB within mission and goals.	Assess mission statements annually for presence of DEI in their mission and goals.

Goal 2 Access and Representation: The College will develop practices to increase and better align employee demographics with that of the students and communities it serves.

Strategic Plan Connection: College Sustainability

Outcomes:	Strategies:	Measurement Tools:
• Every hiring committee will have a minimum of one person who has participated in Cultural Respectful Hiring Practices (CRHP) workshop. • DEI will be embedded in the framework of COCC's employee and student recruitment, retention, and engagement efforts.	• Work with the Culturally Inclusive Hiring Practices (CIHP) Strategic Plan Action Team to review, update and implement the CIHP plan. • Offer quarterly CRHP workshops for COCC employees. • Work with COCC faculty and staff to identify and implement recruitment and retention strategies to increase student success rates for underrepresented students.	• Employee hiring statistics. • Student admissions and retention statistics. • COCC district statistics. • Number of employees that have completed CRHP workshop.

Goal 3, College Climate: Ensure that COCC maintains a respectful and inclusive College climate.

Strategic Plan Connection: Student-Ready College

Outcomes:	Strategies:	Measurement Tools:
- Students and employees will feel respected, safe, and welcome at the College. - Students and employees that are underrepresented will see themselves reflected in curriculum and College activities. - Working with the Director of Student Life and the Title IX Coordinator, acts of disrespect and/or discrimination will be responded to in an appropriate and timely manner	- Embed the Principles of Community as part of the new employee onboarding process. - Embed the Principles of Community through various forums annually. - Provide resources and guidance so that College events, curriculum, and programs reflect various cultures, histories, perspectives, and other differences. - Engage institutional leadership, faculty and staff in strategic discussions about availability of bilingual services and information. - Communicate with leadership to ensure that College art and architecture reflects cultural diversity. - Work with instruction to include open-ended questions in course evaluations about classroom experience specifically in relation to DEI.	- Every three years, assess results from the Great Colleges to Work For assessment. - Every three years, assess the results from the Student College Climate Survey. - Every Summer/Fall, assess the results from the Graduate Survey. - Every term, instructional chairs assess course evaluations specifically related to DEI and address themes.

Goal 4, Education and Training: Support, create, and/or lead educational opportunities for students and employees that help foster a welcoming community.

Strategic Plan Connection: Student-Ready College and College Sustainability

Outcomes:	Strategies:	Measurement Tools:
- Students will have access to tools to help them respectfully interact with a diverse community. - COCC employees will demonstrate cultural awareness in their student interactions and in the workplace. - Students and employees that are underrepresented will see themselves reflected in curriculum and College activities.	- Provide DEIB workshops for students, student leaders, faculty and staff. - Assist instructional leadership and faculty in creating inclusive pedagogy. - Embed Principles of Community in student-oriented trainings, orientations and classes.	- Number of faculty and staff participating in trainings, including breakdown of demographic factors. - Qualitative evaluation of workshop evaluations.

Goal 5, Evaluation and Recognition: Incorporate DEI into College recognitions, student and employee awards, and performance evaluations.

Strategic Plan Connection: College Sustainability

Outcomes:	Strategies:	Measurement Tools:
- Students and COCC employees will feel recognized for their contributions to the College Diversity Plan and the Principles of Community. - COCC employees will feel encouraged and supported to participate in diversity training	Work with Human Resources to add criteria on all performance appraisals (and for faculty, the promotions process) that addresses respect for diversity, cultural responsiveness, and multicultural education.	- Student College Climate Survey. - Performance criteria addressing respect for diversity, cultural responsiveness, and multicultural education activities exists on performance appraisals and in the faculty promotions and tenure processes.

opportunities (i.e., professional development funds, workload adjustments to accommodate training).	• Work with supervisors to actively support employee participation in diversity-related training and/or College programs. • Recognize participation through the Diversity Education Award and the Diversity Achievement Award programs.	• Employee participation in the Diversity Education Award.
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