

DIVERSITY, EQUITY & INCLUSION

ACTION PLAN - 2021



Office of Diversity & Inclusion

INTRODUCTION

Over a four-month period, the Dean of Student Access, Success, Equity, and Inclusion met with over 50 WCC staff, faculty and students to understand the institutions current work towards student access, success, equity and inclusion. Additionally, the Dean participated in ongoing retention and student success planning committee meetings. From these meetings and interactions, the **DEI Action Plan** was developed based on recommendations received from individuals, observations, research, institutional data, and national best practices.

The DEI Action Plan aims to meet the charge of WCC's Board Policy 8028; *Policy on Access, Success and Equity for Diverse People*. The Plan consists of **10 Actions** within the four priorities of Access, Success, Equity and Inclusion. Each action also includes preliminary activities that should be undertaken for successful execution. A proposed staffing model is included for the Office of Diversity & Inclusion, which would provide sufficient support to meet the needs of this Plan. Lastly, a timeline is presented with ideal periods of when each action will begin planning and implantation phases. See the preview of each Action below.

Action 1: *Engage in K-12 pipeline programming with Equity partner high schools, [pg. 3](#)*

Action 2: *Develop and engage in specific outreach activities for Latinx student populations, [pg. 4](#)*

Action 3: *Investigate scholarship opportunities that meet the needs of Equity partner high schools, [pg. 4](#)*

Action 4: *Improve and promote transfer completion, develop HBCU Leadership Academy, [pg. 5](#)*

Action 5: *Investigate the need and opportunity for student leadership positions in the scholarship recipients second year (Peer Mentors, Program Assistants, Research Assistants, Campus Projects), [pg. 6](#)*

Action 6: *Develop a plan that implements institutional cultural change to provide equitable opportunities of success for adult learner and part-time student groups, [pg. 7](#)*

Action 7: *Encourage student-centered and culturally responsive teaching through faculty professional development, [pg. 8](#)*

Action 8: *Facilitate consistent development of cultural heritage and celebration event programming, [pg. 8](#)*

Action 9: *Foster the participation of faculty and staff in the development of support and inclusion for specific sub-populations, [pg. 9](#)*

Action 10: *Investigate the needs of WTMC students and encourage sense of belonging, [pg. 9](#)*

ACCESS

Priority: Imbed the institution in community outreach initiatives that ensure equitable Student Access.

Although community colleges strive to serve their purpose of open access, some individuals and groups still encounter challenges obtaining a degree/certificate. It is our goal to help shift the structural and cultural barriers to opportunities of success catered to population needs.

Current Actions: Below is a list of work in progress to meet the student access priority. These actions are expected to continue as planned.

- Developmental Education and Placement Reform
- STEAM Week

The actions below are **new** initiatives that will progress the student access priority.

<p>Action 1: Engage in K-12 pipeline programming with Equity partner high schools</p>	<p>Office of Diversity and Inclusion Recruitment and Outreach Workforce & Community Development Advanced Technologies & Public Service Business & Computer Technologies</p>
<p>In efforts to increase persistence and degree completion the Office of Diversity and Inclusion will engage in activities that develop community and exposure of CTE career fields with Equity partner schools (Ypsilanti Community Schools, Lincoln High School, and Ann Arbor Pathways).</p> <p><u>Activities</u></p> <ul style="list-style-type: none"> • Engage WCC in local summer youth programming that exposes 8-12th grade students to CTE, Junior Apprenticeship Program. • Investigate opportunities for high school students to earn credits in CTE and Skills Trades. • Develop success pathway for prospective students with wraparound support (Including success coach, engagement activities, mentorship). • Define staffing needs 	

DEI Action Plan

2021

Action 2: Develop and engage in specific outreach activities for Latinx student populations	Office of Diversity and Inclusion Recruitment and Outreach Workforce & Community Development Staff & Faculty
<p>Engage in intentional outreach activities designed to reach Latinx students in the local community and develop a sense of belongingness within the WCC community.</p> <p><u>Activities</u></p> <ul style="list-style-type: none">• Engage current Latinx staff and faculty to investigate needs and opportunities increase sense of belongingness and persistence of Latinx students.• Partner with local school districts and develop outreach activities to expose Latinx youth to the WCC community.• Work with Latinx staff and faculty to form a student advocacy group and campus engagement activities for Latinx students.	
Action 3: Investigate scholarship opportunities that meet the needs of Equity partner high schools	Office of Diversity and Inclusion Recruitment and Outreach Workforce & Community Development Financial Aid Foundation
<p>Determine the effectiveness of current scholarship opportunities for Equity partner high schools (Ypsilanti Community Schools, Lincoln High School, and Ann Arbor Pathways) and propose scholarship opportunities that better meet the needs.</p> <p><u>Activities</u></p> <ul style="list-style-type: none">• Review persistence and completion data of previous scholarship students by sub-populations.• Meet with local high school staff to better understand the needs of students as it pertains to scholarships (i.e. deadlines, awareness, family engagement).• Create a proposal of scholarships based on resiliency that include an interview process and built-in retention support.• Meet with Financial Aid and the Foundation to determine the possibility of the proposal.	

SUCCESS

Priority: Integrate identified student groups with institution programs, resources, and activities that enhance Student Success.

It is the responsibility of post-secondary institutions to understand the diverse student body and engage in the catered practices towards the unique needs to ensure student success. It is our goal not only merely help students access college, but to also ensure students have the support needed to make it through and towards their careers.

Current Actions: Below is a list of work in progress to meet the student success priority. These actions are expected to continue as planned.

- Student Success Conference
- Scholarship Cohorts and Reception
- DEI Internship
- Micro-scholarships
- Alpha Scholars
- Success Teams

The actions below are new initiatives that will progress the student success priority.

Action 4: Improve and promote transfer completion, develop Washtenaw HBCU Leadership Academy.	Office of Diversity and Inclusion University Transfer Center Workforce & Community Development Advising & Coaching Marketing
<p>Develop opportunities for current and prospective students to attend WCC and receive the preparation and academic programs needed to transfer to schools known for meeting the needs of students of color, such as Historically Black Colleges and Universities (HBCU).</p> <p><u>Activities</u></p> <ul style="list-style-type: none"> • <i>Identify potential HBCU partner schools and form MOU's and articulation agreements.</i> • <i>Identify community partners and organizations that will programming and help raise awareness.</i> • <i>Identify funding sources for transfer scholarships to HBCU partner schools.</i> • <i>Develop a marketing plan.</i> • <i>Work with local public schools to build exposure of HBCU's and refer students.</i> 	

DEI Action Plan

2021

- *Develop success pathway for prospective students with wraparound support (Including success coach, engagement activities, mentorship).*
- *Define staffing needs*

Action 5: Investigate the need and opportunity for student leadership positions in the scholarship recipients second year (Peer Mentors, Program Assistants, Research Assistants, Campus Projects)

Office of Diversity and Inclusion
Financial Aid
Foundation
Coaching & Advising
Student Activities
Recruitment & Outreach

Seek opportunities for scholarship students to build leadership experience while also retaining them and new students.

Activities

- *Review persistence and completion data of previous scholarship students.*
- *Draft a plan that helps scholarship recipients develop leadership and builds community amongst new students.*
- *Meet with campus partners to propose and refine plan.*
- *Develop campus wide staffing needs for supervision of student leadership positions.*

EQUITY

Priority: Promote the advancement of academic programming and services that ensure Equity for identified student groups.

Closely aligned with student success, equity requires the deconstructing of systematic barriers that impede a particular groups success. It is our goal to work together and change traditional approaches that no longer advance student groups and create equitable pathways of success.

Current Actions: Below is a list of work in progress to meet the student equity priority. These actions are expected to continue as planned.

- STEM Scholars
- Perkins/CTE
- Males in Nursing

The actions below are **new** initiatives that will progress the student equity priority.

Action 6: Develop a plan that implements institutional cultural change to provide equitable opportunities of success for adult learner and part-time student groups.	Office of Diversity and Inclusion Retention Committee Student Success Task Force LA Innovate
<p>Cater academic offerings and student services to the life circumstances of working students and students with children, make completing a program more doable.</p> <p><u>Activities</u></p> <ul style="list-style-type: none"> • <i>Survey and interview part-time, working, and students with children.</i> • <i>Research best practices at other institutions with similar populations.</i> • <i>Engage faculty and staff in planning efforts through committees.</i> • <i>Evaluate opportunities to implement Competency Based Education, accelerated programs and compressed courses, night and weekend courses, and more accessible services.</i> • <i>Recommend policies and practices needed to improve equity for the identified student groups.</i> 	

INCLUSION

Priority: Engage institutional stakeholders in activities designed to promote Inclusion of all students.

An essential aspect of student well-being is creating a sense of belongingness amongst the student body and doing so requires a commitment to inclusion amongst staff and faculty. It is our goal to encourage an environment in which employees strive for ongoing cultural awareness and appreciation.

Current Actions: Below is a list of work in progress to meet the student inclusion priority. These actions are expected to continue as planned.

- Gender and Sexuality Conference
- Human Library
- Inservice Trainings
- Equity Facts
- Equity edTalks
- Land Acknowledgement

The actions below are **new** initiatives that will progress the student inclusion priority.

Action 7: Encourage student-centered and culturally responsive teaching through faculty professional development.	Office of Diversity and Inclusion Teaching and Learning Center Divisions Human Resources
<p>Equip faculty with resources needed to ensure inclusive communication and course development during interactions with students.</p> <p><u>Activities</u></p> <ul style="list-style-type: none"> • <i>Publish live and recorded videos to KALPA that raise cultural awareness.</i> • <i>Engage faculty, staff, and external individuals in the development of faculty trainings.</i> • <i>Host divisional trainings and engage faculty in relevant cultural awareness topics to build inclusive class environments.</i> • <i>Continually monitor the experiences and needs of students and adjust trainings and faculty professional development as needed.</i> 	

DEI Action Plan

2021

Action 8: Facilitate consistent development of cultural heritage and celebration event programming.	Office of Diversity and Inclusion Diversity Committee Campus Activities Staff & Faculty Marketing
<p>Host campus events that celebrate and raise awareness cultural similarities and differences of faculty, staff, and students.</p> <p><u>Activities</u></p> <ul style="list-style-type: none">• <i>Develop a calendar of heritage months and celebration days with a planning timeline, including marketing plan.</i>• <i>Engage campus partners in leading the development of such events.</i>• <i>Identify budgetary needs.</i>• <i>Coordinate with necessary campus departments to market and host events.</i>	
Action 9: Foster the participation of faculty and staff in the development of support and inclusion for specific sub-populations	Office of Diversity and Inclusion Diversity Committee Campus Activities Staff & Faculty
<p>Foster a sense of belonging amongst student body through creation and sustainability of support initiatives for identify student populations (such as Latinx, LGBTQ, African American, and Neurodiverse).</p> <p><u>Activities</u></p> <ul style="list-style-type: none">• <i>Identify current and prospective student populations needs and develop plans for sustainability.</i>• <i>Engage faculty and staff in the advisory/chair of sub-population support plans.</i>• <i>Support the groups with resources.</i>	
Action 10: Investigate the needs of WTMC students and encourage sense of belonging.	Office of Diversity and Inclusion WTMC Campus Activities Staff & Faculty
<p>Help create a welcoming WCC community for WTMC students and support student engagement.</p> <p><u>Activities</u></p> <ul style="list-style-type: none">• <i>Continually meet with WTMC students, faculty, and staff and identify needs.</i>• <i>Look for opportunities to create exposure of WTMC highlights and encourage a welcoming atmosphere amongst WCC staff and faculty.</i>• <i>Partner with WTMC staff and faculty to create student engagement opportunities.</i>	

PROPOSED STAFFING MODEL

To effectively execute the actions and activities outlined in this plan a general outline of staffing needs is proposed below. Each position lists general descriptions of the functions, ranging from high level responsibilities to frontline work.

Position	Plan Functional Area
Dean of Student Access, Success, Equity and Inclusion	Overall direction and oversight of DEI Action Plan. Engaged in all aspects of plan, level of responsibilities varies on each.
Coordinator/Assistant Director	Focusing on retention and student support, coaches and develops programming for Equity partner high school students and HBCU Future Leaders Academy participants.
Coordinator/Assistant Director	Focusing on inclusion, facilitates faculty and staff engagement in planning of cultural heritage and celebration programming. Assists in faculty professional development.
Graduate Interns	Assists Coordinators.
Student Workers	Assists with recruitment and outreach, mentoring, and student engagement activities.

TIMELINE

The projected timeline includes each of the **10 Actions** with the four priorities of Access, Success, Equity and Inclusion. The timeline provides the broader picture of when either the Planning or Implementation phase begins. The timeline for specific Activities within each Action is developed within each phase.

The Planning phase entails meeting with constituents, researching, assessing data, and drafting plans for activities. The Implementation phase includes actionizing the drafted plans of each Action (such as marketing to prospective students, hosting programs, training faculty). Ongoing planning and review will be conducted during the Implementation phase and after.

The list below is a key for the timeline on the following page.

Timeline Name	Action
Equity Partner High School Outreach	<i>Action 1: Engage in K-12 pipeline programming with Equity partner high schools</i>
Latinx Student Outreach	<i>Action 2: Develop and engage in specific outreach activities for Latinx student populations</i>
Equity partner High School Scholarship	<i>Action 3: Investigate scholarship opportunities that meet the needs of Equity partner high schools</i>
HBCU	<i>Action 4: Improve and promote transfer completion, develop Future HBCU Leaders Academy.</i>
Student Leadership	<i>Action 5: Investigate the need and opportunity for student leadership positions in the scholarship recipients second year (Peer Mentors, Program Assistants, Research Assistants, Campus Projects)</i>
Adult learner/Part time	<i>Action 6: Develop a plan that implements institutional cultural change to provide equitable opportunities of success for adult learner and part-time student groups.</i>
Training	<i>Action 7: Encourage student-centered and culturally responsive teaching through faculty professional development.</i>
Cultural Programs	<i>Action 8: Facilitate consistent development of cultural heritage and celebration event programming.</i>
Sub-population Support	<i>Action 9: Foster the participation of faculty and staff in the development of support and inclusion for specific sub-populations</i>
WTMC	<i>Action 10: Investigate the needs of WTMC students and encourage sense of belonging.</i>

DEI Action Plan 2021

	Spring/ Summer 2021	Fall 2021	Winter 2022	Spring/ Summer 2022
General	<ul style="list-style-type: none"> Hire at least one (1) Coordinator 	<ul style="list-style-type: none"> Hire Graduate Interns 	<ul style="list-style-type: none"> Hire student workers Develop budget needs for AY 22-23 	<ul style="list-style-type: none"> Hire second Coordinator Rehire graduate and student staff
Access	<ul style="list-style-type: none"> Equity partner High School Outreach – <i>Planning</i> Latinx Student Outreach – <i>Planning</i> Equity partner High School Scholarship – <i>Planning</i> 		<ul style="list-style-type: none"> Equity partner High School Scholarship - <i>Implementation</i> 	<ul style="list-style-type: none"> Equity partner High School Outreach – <i>Implementation</i> Latinx Student Outreach – <i>Implementation</i>
Success	<ul style="list-style-type: none"> HBCU – <i>Planning</i> Student Leadership - <i>Planning</i> 	<ul style="list-style-type: none"> HBCU – <i>Implementation</i> Student Leadership – <i>Implementation</i> 		
Equity	<ul style="list-style-type: none"> Adult learner/Part time - <i>Planning</i> 		<ul style="list-style-type: none"> Adult learner/Part time – <i>Implementation</i> 	
Inclusion	<ul style="list-style-type: none"> Training – <i>Planning</i> Cultural Programs - <i>Planning</i> 	<ul style="list-style-type: none"> Training – <i>Implementation</i> Cultural Programs – <i>Implementation</i> Sub-population Support – <i>Planning</i> WTMC – <i>Planning</i> 		<ul style="list-style-type: none"> Sub-population Support – <i>Implementation</i> WTMC - <i>Implementation</i>