



HIGHLIGHTS OF AY19-20 DEI PLAN PROGRESS

Report to President's Council, May 12, 2020

GOAL I: STUDENT SUCCESS & RETENTION

- a. New DEI Communications campaign launched – Student-focused
- b. Initiated diversity conversations with Student Groups/organizations
- c. Hired Student Worker to focus on DEI student communications
- d. Coordinated SCC Speaks Freely sessions for LGBTQ+
- e. Partnered with ESL and ISS students to assure inclusion
- f. Conducted cross-cultural training with specific staff working with diverse populations. More training sessions planned.
- g. Coordinated call team to reach out to “academically distressed” students during the spring 2020 semester, due to pandemic remote learning environment.

GOAL II: FACULTY/STAFF TO MIRROR DIVERSE STUDENT POPULATION

- a. Expanded job posting sources to attract more diverse candidates
- b. Helped revamp employee recruitment materials to assure inclusivity
- c. Worked with HR to improve search committee process to assure low/no bias
- d. Professional Development of Cultural Diversity training initiated

GOAL III: PROVIDE INCLUSIVE, MULTICULTURAL STUDENT CAMPUS EXPERIENCE

- a. Hosted first Hispanic Heritage Fiesta for students
- b. Launched inaugural International Festival & Market for students & community
- c. Created new DEI Page on SCC website as a resource to students, faculty, staff and community
- d. Held LGBTQ+ Celebration Day with series of informational, interactive sessions
- e. Facilitated Black History Month
- f. Helped coordinate Women's History Month events
- g. Prepared a Multicultural Religious Holidays/Observances resource for faculty
- h. Planned Cultural Immersion experience in STL city (cancelled due to pandemic)

GOAL IV: Prepare students for Global Society through experiential cross-cultural opportunities.

- a. Engaged International students through interactive events, activities, and as individuals
- b. Helped promote the Study Abroad program across campus
- c. Increased exposure of ESL student presentations of their countries of origin through “International Festival & Market” and “Cultures Around the World” days.
- d. Promoted Global Studies and Diversity Studies Certificates on DEI webpage

GOAL V: Increase recruitment of diverse students through increased SCC D&I awareness.

- a. Helped create a new DEI communications message on campus and via social media.
- b. Initiated outreach to area high school multicultural student organizations with “SCC is inclusive” message.
- c. Supported ISS efforts in recruitment of international students.

A consolidation and analysis of data to determine Goal Measurement status is in progress at the time of this report.

Report Respectfully Submitted by:

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