



CCCCSE  
2017

**SVC** | Skagit Valley College

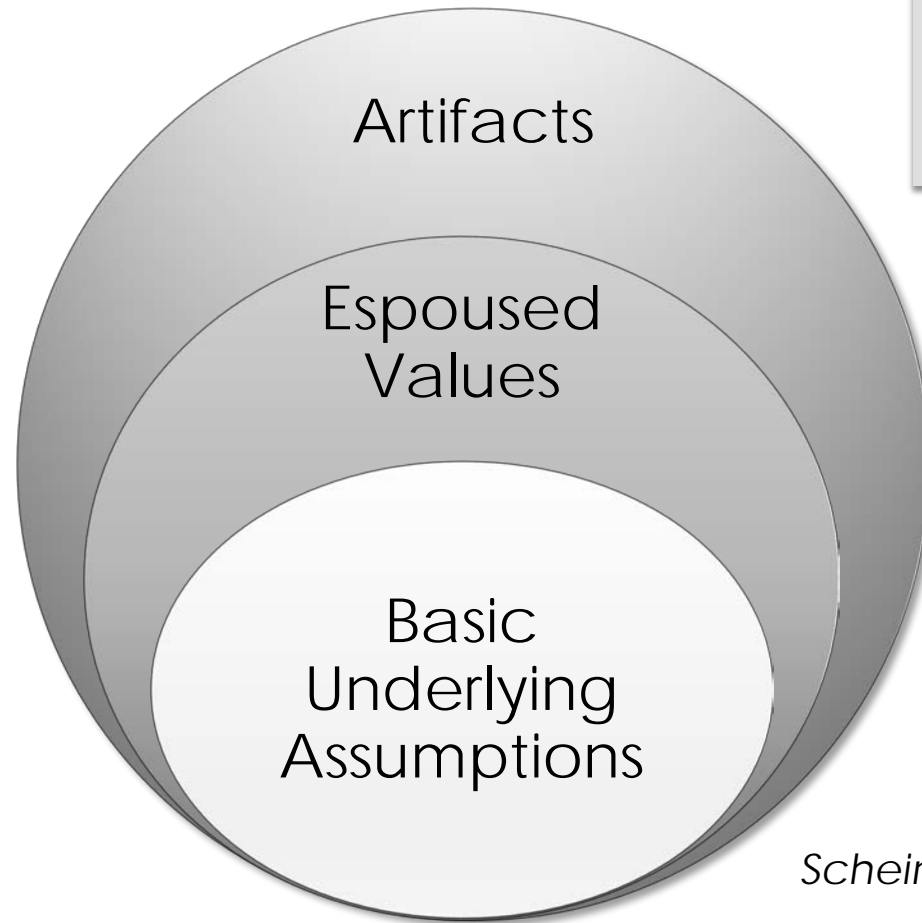
PRESENTS:

# Equity at the Center

2017 STUDENT SUCCESS INSTITUTE • INTERSECTING PATHWAYS WITH ENGAGEMENT

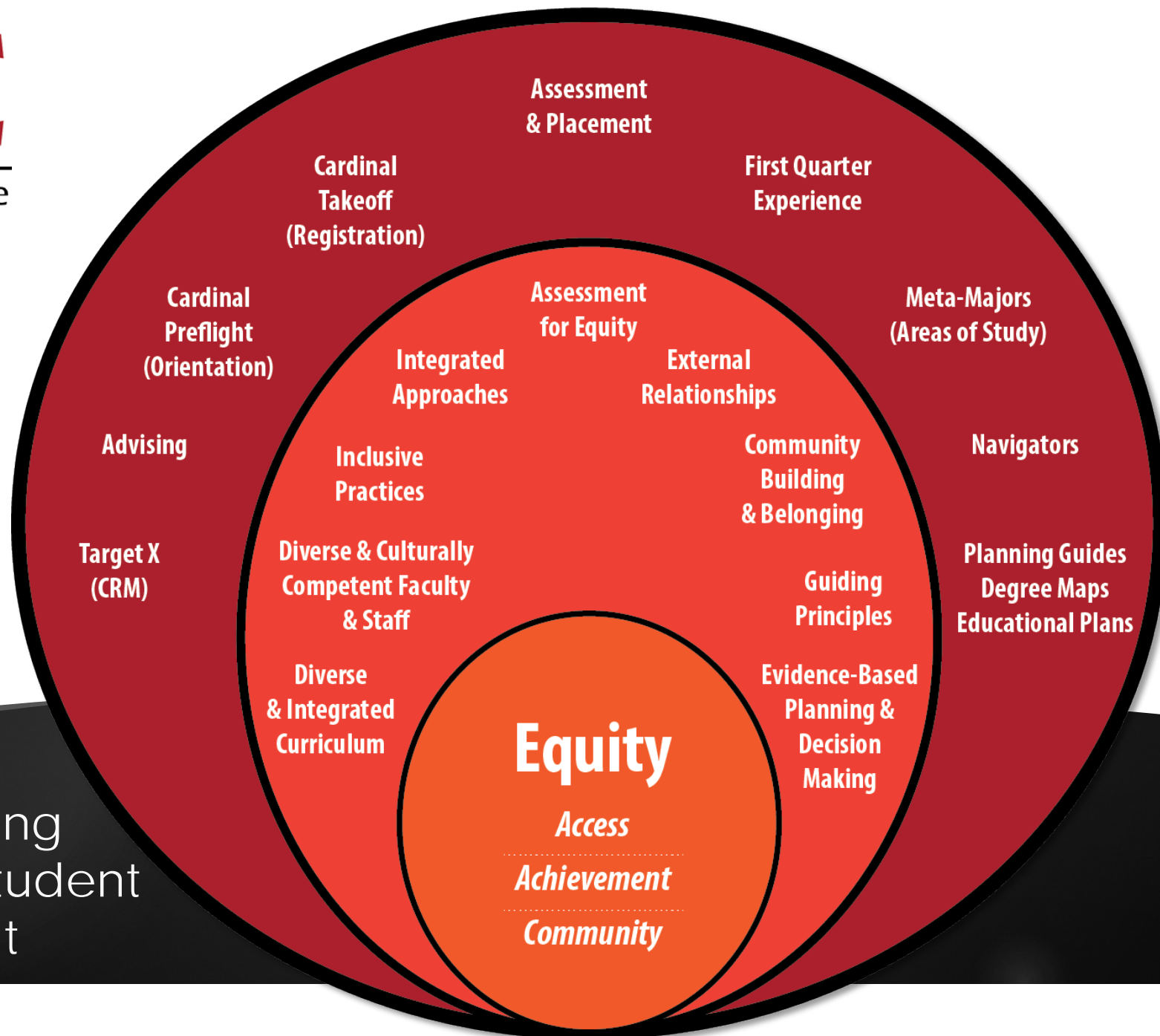
NOVEMBER 2-4 • 2017

# Taxonomy of Organizational Culture



*Schein, 1992*

<b>Layers of Organizational Culture</b>	<b>Description</b>
Artifacts	Visible organizational structures and processes
Espoused Values	Strategies, goals, philosophies
Basic Underlying Assumptions	Unconscious, taken-for-granted beliefs, perceptions, thoughts, and feelings



Institutionalizing  
Equity and Student  
Achievement

# Institutionalizing Equity: Staffing & Planning

Diversity Framework	SVC Strategic Plan	Description	Focus
Institutional Viability & Vitality	Mission/Vision	Centrality to Mission, Monitoring Framework, Compositional Diversity, Dedicated Resources	Infrastructure: Integration in Planning
Education & Scholarship	Core Theme: Achievement; Core Theme: Community	Student Learning, Faculty Capacity related to Diversity, Course Offering	Diversity
Access & Success	Core Theme: Access; Core Theme: Achievement	College enrollment will reflect District demographics; Students will achieve equitable outcomes progression and completion, general education learning, and transition to the workforce.	Equity
Climate & Intergroup Relations	Core Theme: Community	Perceptions of institutional commitment to diversity & equity, quality of engagement, type & quality of interaction among groups	Pluralism/ Climate

# Institutionalizing Equity at the Center

## Timeline

**2013**

Strategic  
Planning  
Diversity &  
HSI Planning

**2014**

SSS Policy  
Audit &  
Advising TF

**2015**

SA Summit;  
\$5.5m  
Grants

**2016**

Task Forces  
& Charges  
Inclusive  
Excellence

**2017**

CDEO  
Leadership  
Equity  
Retreat

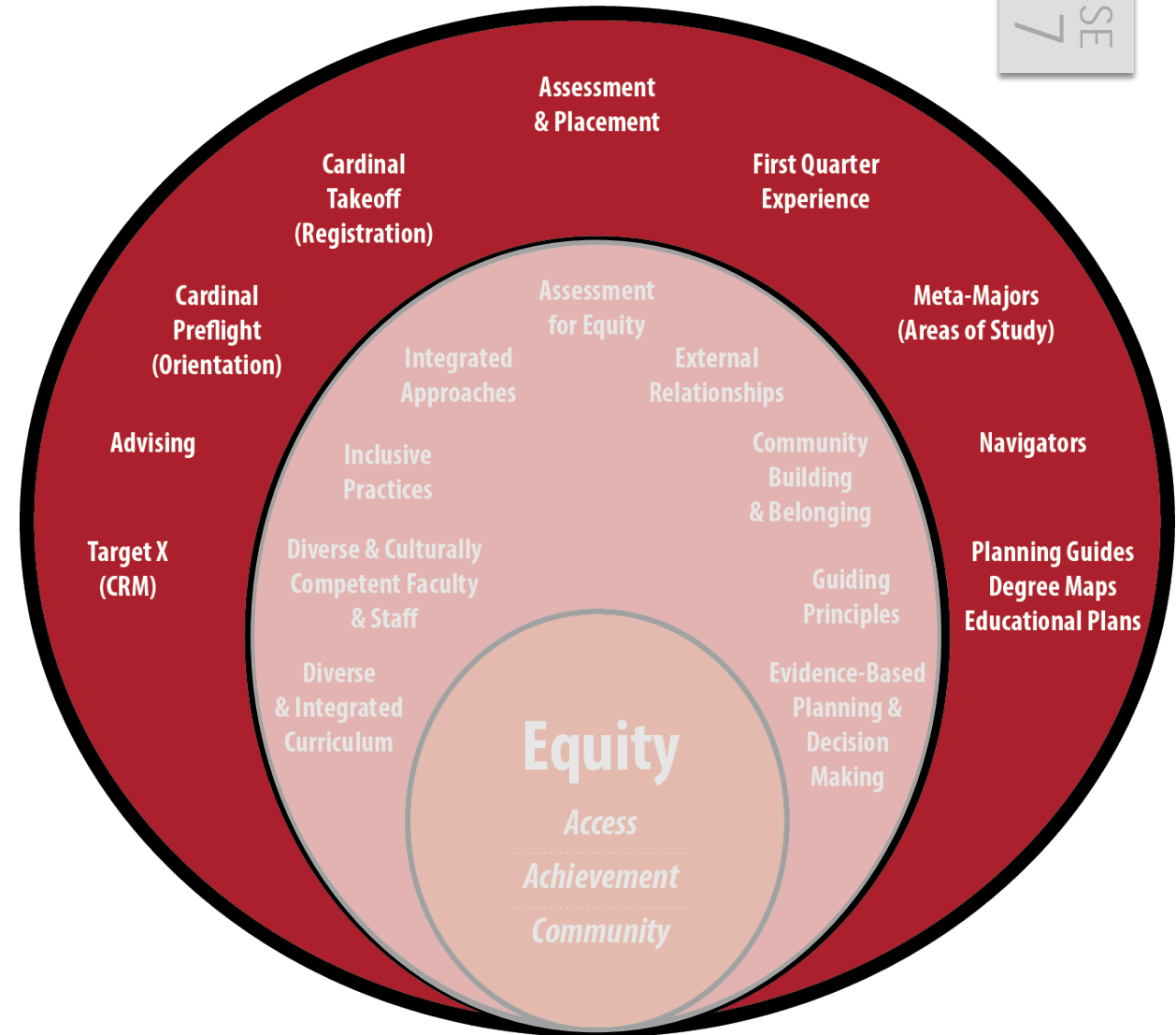
**2018**

New  
Faculty LC  
Program  
Review



# Inclusive Excellence in Instruction

- ▶ Pathways as a set of strategies
- ▶ Deepening how we implement pathways
  - ▶ Inclusive Practices
  - ▶ Culturally competent faculty
  - ▶ Integrated Approaches
  - ▶ Diverse and Integrated Curriculum



# Inclusive Pedagogy Faculty Learning Community

- ▶ Purpose and definition:

“Inclusive Pedagogy is the method and practice of teaching that promotes equity in the classroom and beyond. It includes the use of diverse teaching strategies, multicultural content, and varied means of student assessment.”
- ▶ Faculty leadership and participation
- ▶ Cultural effects

# First Quarter Experience

- ▶ Applying Inclusive Pedagogy
- ▶ Teaching growth mindsets
- ▶ Integrating student support
- ▶ Building “natural” student cohorts



# Integrated Approaches + Diverse & Integrated Curriculum

- ▶ Areas of Study (meta-major) Teams
- ▶ Degree maps and High Impact Practices
  - ▶ "On Ramps"
  - ▶ Learning Communities
  - ▶ Co-curricular activities
  - ▶ Cumulative effect of HIP

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Thank You

Questions?