

RRCC DIVERSITY, EQUITY, AND INCLUSION

Objectives and Selected Tactics for 2022 – 2023

Goal 1 Tactics/Objectives for AY 22-23

- 1) Review CCCS climate survey for areas of improvement in climate for faculty/staff
- 2) Identify climate survey to utilize consistently for students
- 3) Utilize Moon Shot for Equity as a framework for process review with an equity lens
- 4) Expand and scale professional development and community engagement opportunities for faculty and staff

Goal 2 Tactics/Objectives for AY 22-23

- 1) Identify local high schools with high proportions of minoritized and/or underserved students, and develop plans for concurrent enrollment and recruitment support at/for those institutions.
- 2) Work collaboratively to identify barriers to recruitment of faculty and staff of color and propose solutions in alignment with the college Affirmative Action Plan.
- 3) Grow institutional knowledge around factors that influence institutional selection for faculty and administrators of color.

Goal 3 Tactics/Objectives for AY 22-23

- 1) Utilize Moon Shot for Equity as a framework for process review with an equity lens
- 2) Map support services and co-curricular opportunities for students; develop equity framework for service delivery
- 3) Grow institutional knowledge around factors that influence retention for faculty and administrators of color
- 4) Create map of leadership and development opportunities available to staff and make accessible to all employees

Goal 4 Tactics/Objectives for AY 22-23

- 1) Expand knowledge of HIPs, specifically culturally responsive HIPs, among our faculty; lay the foundation for establishing consistent criteria and more expansive tracking of participation in outcomes of HIPs
- 2) Implement co-curricular tracking software (Presence) with an equity-minded approach
- 3) Utilize Moon Shot for Equity as a framework for process review with an equity lens

Goal 5 Tactics/Objectives for AY 22-23

- 1) Conduct equity review of concurrent enrollment programs and identify opportunities for improvement
- 2) Launch EAB moonshot and work collaboratively with our partners, particularly CCD

Opportunities for Involvement

It will take the collective work of the entire college and our community close equity gaps at RRCC, and we can only do so with a diverse community where people feel a sense of belonging. We invite you to join us in the work.