WASHINGTON: EQUITY BY DESIGN

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Equity-mindedness emphasizes institutional responsibility to create equity and enable practitioners to focus on what they can do to close equity gaps.

~Lindsey Malcom-Piqueux & Estela Mara Bensimon 2017
WASHINGTON STATE BY THE NUMBERS...

58% of students enrolled in Washington’s public higher education system are enrolled in community & technical colleges

45% are students of color

39% of bachelors degrees are awarded to students who started at a community or technical college

38% receive need-based financial aid

30,315 associate degrees were awarded in the 2017-18 year.

20.5 billion contributed annually to Washington state economy.
WASHINGTON STATE AT A GLANCE...

34 COMMUNITY & TECHNICAL COLLEGES

34 UNIQUE BOARD OF TRUSTEES APPOINTED BY GOVERNOR

STATE BOARD GOVERNED BY 9 MEMBER GOVERNOR APPOINTED BOARD

SBCTC PROVIDES GENERAL OVERSIGHT OF COLLEGE SYSTEM
COMPLEXITIES IN WASHINGTON STATE

STATE BOARD
GOVERNED BY 9
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SBCTC PROVIDES
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34 COMMUNITY &
TECHNICAL COLLEGES

34 COLLEGE BOARDS
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IMPLEMENTATION
WASHINGTON ASSOCIATION OF COMMUNITY AND TECHNICAL COLLEGES

CRITICAL ISSUES COMMITTEE WORKPLAN

Four Paths:

• Professional Development
• Common Understanding of Equity
• Resource Bank
• System-level Policy Review
GRASSROOTS COLLABORATIVES STATEWIDE

Chief Diversity and Equity Officers (CDEOs)

Diversity and Equity in Hiring and Professional Development (DEHPD)
- DEHPD - Listserv
- DEHPD - 17 Steps in the Hiring Process
- DEHPD - Faculty Diversity Hiring Task Force

Cross Institutional Faculty of Color Mentoring Program
Administrator of Color Mentoring Program
Social Justice Leadership Institute
CDEO STRUCTURAL INFUSION STATEWIDE

WACTC Board of Presidents Committee
- Strategic Visioning Committee
- Critical Issues Committee
- Strategic Enrollment Management Task Force
- Capital Budget Committee
- Bias Incident Response Team

Guided Pathways Advisory Committee

WA SBCTC Executive Director

CDEOs & Instruction Joint Commission mtgs
EARLY GUIDED PATHWAYS

GUIDED PATHWAYS

4 Presidents

2 SBCTC Co-Chairs

2 Chief Diversity & Equity Officers

2 Vice Presidents of Student Services

2 Vice Presidents of Instruction
#RADICALEQUITY

rad·i·cal
/ˈradək(ə)l/

Origin

Adjective
(even of change or action) relating to or affecting the fundamental nature of something; far-reaching or thorough.

Latin
Late Latin

radix  →  radicalis  →  radical

radic-  forming the root
VISION

A system that advances racial, social, and economic justice by achieving equitable student aspiration, access, economic progress and goal attainment.
MISSION

Create an equitable system that prepares all learners to engage in a diverse society and workforce, achieve economic progress and contribute to a just society.
SKAGIT VALLEY COLLEGE
EQUITY FRAMEWORK
SKAGIT VALLEY COLLEGE
EQUITY OPERATIONALIZED
EQUITY/STUDENT ACHIEVEMENT SCORECARD

Fall - Winter Retention

Fall - Fall Retention

YEAR 2012 2013 2014 2015 2016 2017

Fall-Winter Retention Rate

Overall  Latino/Hispanic  System Average


Fall-Fall Retention Rate

Overall  Latino/Hispanic  System Average
BUILDING AN EQUITY FRAMEWORK

Structural Change

- Capacity & Commitment
- Partnerships & Collaboration
- 10 Point Equity Framework
- Equity
Transformational Change: Beliefs, Assumptions, Actions and Purpose

Who Am I In This Framework
The Importance Of Our ‘Why’
Guided Pathways
5 Dimensions of Equity™
5 Dimensions of Equity™

- Aspiration
- Engagement
- Access
- Economic Progress
- Achievement
Questions? Thoughts? Insights? Reflections?

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