

Equity 2023 Short Term Action Recommendations from AVPs EDI (January 14, 2021)

Based on feedback from the District Leadership Team at the December 17, 2020 District Leadership EDI Discussion on Action Items and Themes from EDI Councils Convenings and District Leadership Team District Leadership EDI Discussion (see attached summary - SharePoint link below), we have identified the following short-term priority actions.

Equity 2023 Goal 1: Increase the completion rate for historically underserved BIPOC students from 48% to 66% in the next three years (20/21 to 22/23)

Recommended short-term actions:

1. Address life needs and concerns: financial, childcare, transportation, food and housing insecurity
2. Realize and deepen a sense of belonging by creating a first-year experience (FYE) for students and cohort model of in-class and outside of class support, including nurturing existing and emerging ethnic student clubs for students and Affinity Groups for employees
3. Improve financial aid practices, especially student experience
4. Reimagine student entry and onboarding to develop a more equitable experience. Reshape the entire student FYE experience to include one stop services such as financial aid, assistance re: worker retraining (Workforce), and other services and needs (see bullet 1 above)

Equity 2023 Goal 2: Increase the diversity makeup among faculty and administrative staff by achieving 50% hires of faculty and administrators of color that reflect student body demographics with all new and open positions in the next three years.

Recommended short-term actions:

1. Hiring practices - train Hiring Authorities, Search Chairs, and Search Committees to recruit and build the pool of applicants to reflect the demographics of our students and community, review job requirements to screen in candidates
2. Expand and offer Inclusion Advocate and implicit bias training to more employees with a focus on training for specific search committee roles, e.g., Search Committee Chairs, Members, and Hiring Authorities
3. Focus on increasing retention of BIPOC employees to include onboarding, mentoring, professional development opportunities, and Affinity Groups

Equity 2023 Goal 3: Develop and implement mandatory anti-bias and anti-racist training for all non-teaching staff; work with AFT-Seattle to develop and offer professional development workshops on bias-free teaching and learning for all faculty.

Recommended short-term actions:

1. Fund and support District Equity Institute to expand anti-bias anti-racist training for all employees. In order to be completed in the short term, budget outlay of \$12,000 per training is needed: if we offer for 3 quarters/year = \$36,000, and if 4 quarters/year = \$48,000. Faculty stipends for faculty are also needed to assist in this lift and to more broadly scale it across District.
2. Support existing FDIC (Faculty Diversity and Inclusion Committee) training for faculty hiring to increase number of faculty to reflect student demographics.

For reference, here is a SharePoint link to the working summary of the compiled lists of recommendation action items — short-, medium-, and long-term:

[Summary District Leadership EDI Discussion 17-Dec-2020 Summary.xlsx](#)