MISSION
Edmonds Community College Diversity, Equity, and Inclusion Council provides leadership to create a diverse, inclusive, and respectful community that achieves equity for all.

PURPOSE
Edmonds Community College Diversity, Equity, and Inclusion Council provides leadership to fulfill the College mission of strengthening our diverse community. Diversity, Equity, and Inclusion Council is advisory to the President and President's Cabinet in areas of diversity, equity, and inclusion.

STRUCTURE

MEMBERSHIP
The Diversity, Equity, and Inclusion Council membership comprises up to twenty-one (21) employees, three (3) students, and one (1) community member. Members are representative of different employee constituency groups. Each member commits to attending all monthly meetings of the Diversity, Equity, and Inclusion Council.

1 – Arts, Culture, and Civic Engagement (ACCE), 2 – College Relations, 1 – Community Liaison, 1 – Finance and Operations, 6 – Instruction (1 Dean, 3 Faculty, 1 CID, 1 Instructional employee), 2 – International Education, 1 – President's Cabinet (Vice President), 3 – Student Services, 3 – Students (1 ASEdCC Diversity Liaison, 2 Selected by ASA), 2 – Workforce, 1 – Special Assistant to the President for Equity and Inclusion (co-chair)

Terms:
Employee members serve two-year terms, not to exceed four consecutive years. Members’ terms are staggered. Student members serve one-year terms not to exceed more than two years consecutively. Exceptions may be made by President's Cabinet.

Selection of Members
Vacant positions are announced. Applications and nominations are screened by the Diversity, Equity, and Inclusion Council Leadership Team. The Diversity, Equity, and Inclusion Council and President's Cabinet confirms membership.
LEADERSHIP

Leadership Team
Up to five individuals are selected from within the council membership to serve on a leadership team to provide focus and leadership for the council. The leadership team meets bi-weekly to help plan and organize council initiatives.

Principle Administrator
The Special Assistant to the President for Equity and Inclusion serves as the principle administrator of the council.

Co-chairs
The Special Assistant to the President for Equity and Inclusion serves as one of the co-chairs. A rotating co-chair is selected by the council to serve for one academic year. This position rotates between a staff member, faculty member, and student.

ACTION TEAMS

Action Teams are designed for specific project-based activities and are comprised of Diversity, Equity, and Inclusion Council, campus community, and external community members. Action Team members are confirmed by the Diversity, Equity, and Inclusion Council.

Instruction Action Team
The Instruction Action Team (formally the Committee for Instruction and Diversity) will work to promote curriculum development and provide faculty support and training in the areas of diversity, equity, and inclusion. Areas of focus for 2014-15 include collaborate on training for curriculum development for Cultural Diversity designation, collaborate on support for part-time faculty, and collaborate on training for faculty hiring committees.

Special Projects Action Team
The Special Projects Action Team will work on short-term projects that are identified by the Diversity, Equity, and Inclusion Council as high importance to the work of diversity, equity, and inclusion. Areas of focus for 2014-2015 include gender-neutral restrooms and prayer/meditation rooms.

Research and Development Action Team
The Research and Development Action Team will work on reviewing data and recommending proven strategies that increase access and success to reduce opportunity gaps. Areas of focus for 2014-2015 include serving Latino/a students, Dreamers, and male students of color.

Training Action Team
The Training Action Team will be responsible for expanding learning and shared understanding of diversity, equity, and inclusion. Areas of focus for 2014-2015 include cultural proficiency for social justice trainings and the development of a rubric to measure cultural proficiency learning outcomes.

MEETINGS

Diversity, Equity, and Inclusion Council meetings are held the third Thursday of each month from 2-4 p.m.

The Diversity, Equity, and Inclusion Council will co-host at least one quarterly meeting with another college or community committees to discuss areas of mutual needs and interests.

CONTACT

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EDMONDS COMMUNITY COLLEGE – DIVERSITY, EQUITY, AND INCLUSION COUNCIL

EDCC STRATEGIC PLAN
1. Edmonds Community College provides programs, resources, services and learning environments, which reflect and strengthen individuals and groups in our diverse global community.
   a. Implement a college-wide diversity, equity, and inclusion plan by June 2014.

DIVERSITY, EQUITY, AND INCLUSION PLAN
The Diversity, Equity, and Inclusion Plan provides an overview of accomplishments from 2013-2014 and a plan for the upcoming academic year 2014-2015. Action Teams with the Diversity, Equity, and Inclusion Council will be formed to accomplish the plan and a budget proposal submitted to the Resource and Capacity Strategic Leadership Council for consideration to fund components of the plan. Based on accomplishments, a revised plan will be proposed in future years.

1. STUDENT SUCCESS
Review and recommend proven strategies that increase access and success to reduce opportunity gaps.

Accomplishments from 2013-2014
- Developed Equity and Inclusion Report.
- Developed equity measures for student completion rates.

Plan for 2014-2015
- Recommend proven strategies to increase access and success among Latino/a students, Dreamers, and male students of color.
- Develop summer learning opportunities with a focus on high school and bridge transition programs.
- Collaborate on training for curriculum development for Cultural Diversity designation.

2. CULTURAL PROFICIENCY
Expand our learning and shared understanding of diversity, equity, and inclusion.

Accomplishments from 2013-2014
- Defined college-wide terminology for Edmonds Community College.
  - Example – Social Justice: Active engagement towards equity and inclusion that addresses issues of institutional, structural, and environmental inequity, power, and privilege.
- Developed cultural proficiency model including competencies and learning outcomes.
- Held “We Feed You, You Feedback” strategic conversation on cultural proficiency.

Plan for 2014-2015
- Provide Cultural Proficiency for Social Justice learning opportunities at least once each quarter.
- Development of a rubric to measure cultural proficiency learning outcomes.
- Develop cultural proficiency for serving our global community.
3. COMMUNITY PARTNERSHIPS
Expand partnerships with diverse community partners in response to our mutual needs.

Accomplishments from 2013-2014
- Partnered with Arts, Culture, and Civic Engagement to review nominations and recommended a campus-wide common theme and community read.
- Partnered with external organizations to celebrate, strengthen, and focus on diversity, equity, and inclusion including Communities of Color Coalition (C3), National Association for the Advancement of Colored People (NAACP), Latino Educational Training Institute (LETI), local Tribes, and the City of Lynnwood.

Plan for 2014-2015:
- Support existing community partnerships such as Martin Luther King, Jr. Celebrations, annual Powwow, Latino Festival, common theme and community read, International Night, Sustainability Initiatives, Veteran’s Recognition, and National Coming Out Day.
- Expand new community partnerships in response to our mutual needs.
  - Expand partnership with the University of the Free State in South Africa to support the Leadership for Change program.
  - Develop community partnerships to host National Night Out, which promotes neighborhood community building and safety awareness.
  - Expand partnership with Five Star Consortium to create a regional student leadership conference.
  - Develop partnerships to replicate the nationally recognized Tunnel of Oppression experience at EdCC.
DIVERSITY, EQUITY, AND INCLUSION COUNCIL

BUDGET REQUEST 2014-2015 = $67,500

$15,000 Student Success
  5,000 Implement proven strategies to increase access and success among Latino/a students, Dreamers, and male students of color.
  10,000 Develop summer learning opportunities with a focus on high school and bridge transition programs.

$18,000 Training and Implementation (Cultural Proficiency)
  4,500 Provide Cultural Proficiency for Social Justice training at least once a quarter.
  10,000 Provide the People’s Institute Northwest (Undoing Institutional Racism) training once a year.
  2,500 Diversity, Equity, and Inclusion Council training(s) and retreat(s).
  1,000 Host another “We Feed You, You Feedback” session.

$20,500 Community Partnerships
  15,000 Expand partnership with the University of the Free State in South Africa to support the Leadership for Change program.
  2,000 Develop partnership with Pacific Lutheran University to replicate the nationally recognized Tunnel of Oppression experience at EdCC.
  1,000 Develop community partnerships to host National Night Out, which promotes neighborhood community building and safety awareness.
  2,500 Expand partnership with Five Star Consortium to create a regional Roots Student Leadership Conference.

$14,000 Facilities and Infrastructure
  6,000 Remodel facilities for gender-neutral restrooms and development of prayer/meditation rooms.
  1,500 Marketing, communication, and outreach for Diversity, Equity, and Inclusion Council efforts.
  6,500 Part-time/hourly employee to support marketing, communication, outreach, and programming for the Diversity, Equity, and Inclusion Council efforts.