

EQUITY



INCLUSION

Cultural Competency Standards Bill (HB 2864)

OR House Education Committee
Information Meeting

Presented by:

Tricia D. Brand, Chief Diversity Officer
Portland Community College



EI

Office of **Equity**
and **Inclusion**

Our Preferred Future for Portland Community College

Opportunity through Student Success

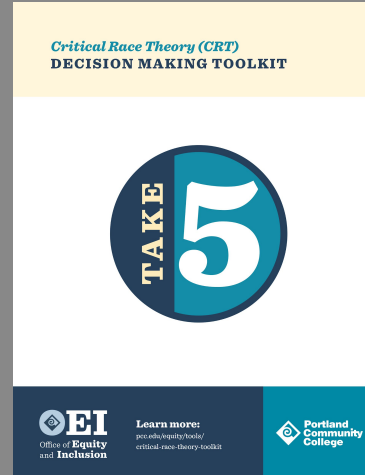
- Increase student success rates and eliminate disparities
- **Enhance organizational engagement around diversity, equity and inclusion**
- Advance equitable, sustainable economic development
- Prepare new majority students for success in college, work, and life



Implementation of Cultural Competency Standards

Emergent & Ongoing College Efforts

- **Adopting** key definitions and metrics of success
- **Expanding** resources to support Culturally Responsive Teaching
- **Creating** tools for onboarding, training, and assessment of managers
- **Launching** cohort-based learning pilot for examining power and privilege in leadership
- **Imbedding** principles of Critical Race Theory in decision-making processes with adoption of the Equity & Empowerment Guide



group **Identities**  

Ethnicity/ Culture	Nationality/ Citizenship	Food Availability/ Security	Revenue producing/ not revenue producing	Academic: Credit courses & services/ Non-credit courses & services
Political Affiliation	Work Style (extrovert or introvert, results or process oriented, etc.)	Criminal Background	Gender Identity (cisgender, transgender)	Housing Status
Years of Experience (in the field, organization)	Family Make Up (of origin, current; family constellation; household members)	Geographic Region	Sexual Orientation/ Sexuality	Language Proficiency/ Use of English/ "Accents"
Size/ Appearance/ Athleticism	Relationship/ Marital Status	Disability Identity and/or Health Status	Socio-Economic Class (of origin, current)	Age
Veteran/ Military Status	Religion/ Spirituality/ Ways of Knowing	Immigration Status	Gender Expression, Presentation	Position & Level in the Organizational Hierarchy, Faculty/ Staff/Administrators
Customer Facing/ Back office	Skin Color	Race/ Racialized Identity	Educational Background	

PCC's Critical Race Theory Decision Making Toolkit and interactive group identity cards

Transform Our Learning Culture Toward Creating a Sense of Belonging and Well-being for Every Student

Redefine Time, Place, and Systems of Educational Delivery to Create a More Learner-Centric Ecosystem

BELONGING

DELIVERY



ENTERPRISE

WORKFORCE

Cultivate a Long-term Sustainable College Enterprise

Respond to Community and Workforce Needs by Developing a Culture of Agility

DEVELOPING A PCC EQUITY PLAN BY

To effectively respond to ongoing needs within PCC, enhance efforts already in progress, and advance transformative change toward a more equitable and socially just PCC, our Equity Planning Process will be organized around the following objectives to determine DEI priorities and signature activities:

- 1 Cultivate an inclusive campus/college climate
- 2 Close or eliminate opportunity/equity gaps for student access and outcomes

HB 2864 Legislative Implementation at PCC

DEVELOPING A PCC EQUITY PLAN BY 2020

- 3 Attract, hire and retain a diverse faculty and staff committed to equity and belonging
- 4 Assess and mitigate equity and campus/college climate concerns
- 5 Adopt and integrate guiding frameworks to support the learning and development of students, faculty and staff
- 6 Improve accountability tools for assessing PCC's progress toward equitable opportunity and success

HB 2864



Questions or
Feedback
Thank You!