

2022-23 PROGRESS REPORT

Charting a Path Forward to Equity

2022-2027 Strategic Plan



 **EVERETT**
COMMUNITY COLLEGE

BLACK
GRADS
MATTER



EVCC'S STRATEGIC PLAN

In December 2021, Everett Community College's Board of Trustees approved a new strategic plan for the college for 2022-27, called Charting a Path Forward to Equity. The plan formally recognizes equity as the heart of EvCC's work. Read the entire plan at EverettCC.edu/StrategicPlan.

IMPLEMENTATION BEGINS

In Fall 2022, Interim President Darrell L. Cain launched the implementation phase of the strategic plan, using the principles laid out in "The 4 Disciplines of Execution" by Chris McChesney, Sean Covey and Jim Huling.

Since then, college faculty and staff have focused on what we call the Wildly Important Goal: to close all 3-year completion and transfer gaps by 2027.

OUR STARTING POINT

Data at the beginning of the 2022-23 academic year showed opportunity gaps for historically underserved students at EvCC. Although enrollment among Black, Indigenous and people of color (BIPOC) students was growing faster than enrollment of white students, the number of white students completing degrees and certificates and transferring to universities was outpacing BIPOC students by 10.5 percent.

DEVELOPING A PLAN OF ACTION

We all share a responsibility for our students' success, and that's why we're doing this work.

To that end, all areas across campus began developing our own sub-goals, lead measures (action plans), and scoreboards to assess progress. Each goal is aligned with the strategic plan.

Here's an example: The goal in EvCC's information technology department is to increase the number of tech support pathways from three (email, phone, in-person) to five that target the needs and accessibility requirements of historically underrepresented students. Their lead measures are to collect baseline data and to research additional support pathways. Each week, IT employees work on these lead measures and track their progress using a scoreboard. (Strategic Plan Objective 2.1.1 and 2.1.2)

It is our vision that each employee at EvCC connects their day-to-day work with the strategic plan and gets a sense of fulfillment from working toward a common goal.

With equity at the heart of our strategic plan, we strive for a future at EvCC where all staff, faculty, and students are valued, welcomed, and actively supported.



WILDLY IMPORTANT GOAL

EvCC will close all 3-year completion or transfer opportunity gaps by 2027

2022-2023 HIGHLIGHTS

SUB-GOAL EXAMPLES

Instruction

Increase first-quarter full pass rates by 5% overall and by 10% for historically underrepresented students by 2027. Full pass rate means the student passes all courses for which they are enrolled. (Objectives 1.1.3 and 2.2.3)

Diversity & Equity Center

Increase from 55% to 80% (5% per year) Fall to Fall persistence and retention efforts for historically underrepresented students in their first year of school. (Goal 2.1 and Objectives 2.1.1 and 2.1.2)

Finance

Each year, distribute at least 5% of funding earned for student success and completion to efforts that will help close equity gaps. (Goal 3.1 and Objective 3.1.1)

Government and Community Relations/Foundation

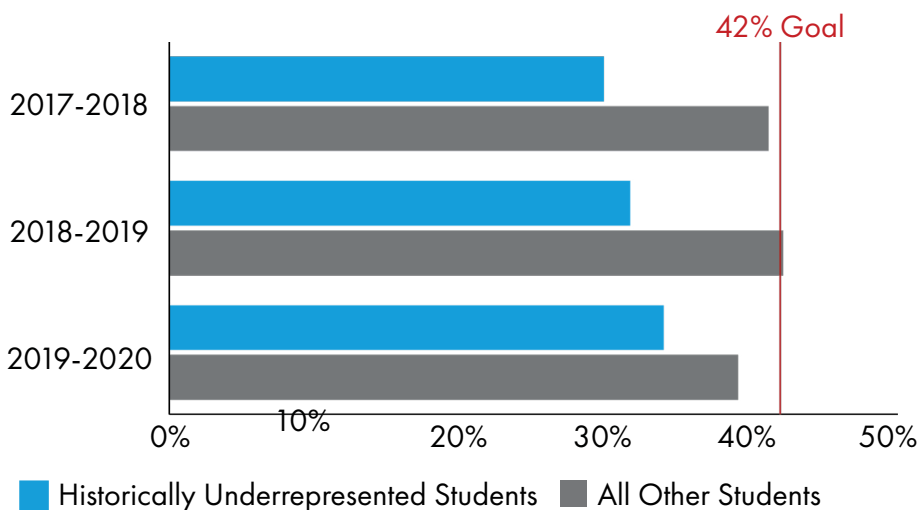
Increase the level of funding available to BIPOC students by 5% each year. As of June 2023, the Foundation has exceeded this goal by 4% and has \$161,015 available in funds designated to support BIPOC students. (Objective 3.1.2)

EQUITY AND SOCIAL JUSTICE COMMITTEE

The Equity and Social Justice Committee formed in 2022 to meet the opportunities provided by new legislative initiatives around diversity, equity and inclusion in higher education. The committee analyzes our current campus climate and provides professional development for EvCC employees to help us move toward the goals outlined in the strategic plan. In the 2022-2023 academic year, the committee has:

- Conducted a campus climate survey (Spring 2022) and reported the results. (Objectives 1.2.1 and 2.1.1)
- Designed a new professional development program, Belonging at EvCC. The pilot year focused on new employees, with additional volunteers completing and providing feedback. (Objectives 1.2.3, 3.2.1, 3.3.3)
- Created the Trojan Partnership Program, where student workers analyze and make recommendations on issues such as campus climate, academic integrity, and our Equity and Social Justice Core Learning Outcome. (Objective 2.1.1)
- Sponsored small group and whole campus listening sessions. (Objectives 1.2.1 and 2.1.1)

THREE-YEAR COMPLETION AND TRANSFER RATES



The opportunity gap, which means the gap between three-year completion and transfer rates for historically underrepresented students versus all other students, was 10.5% for students who started at EvCC in 2018-19.

By the end of 2022-23, the gap closed to 5.1%, with historically underrepresented students gaining 2.3% and all other students dropping 3.1%. The goal is to see at least 42% of all students complete or transfer within three years.

35

The number of departments and divisions across campus developing their own goals to help the college close equity gaps.

33

The number of employees who completed Belonging at EvCC training in the pilot year.

754

The number of students with approved degree plans. (Objective 2.1.2)

EQUITY AND SOCIAL JUSTICE COMMITTEE

As a standing committee of Campus Council (Objective 3.2.2), this committee takes action on issues of equity and social justice and makes recommendations in support of the execution of the strategic plan to Campus Council. The committee also aids in the implementation of HB 5227, including administering campus climate assessments, facilitating listening and feedback sessions, designing and facilitating professional development, and tracking these activities.

STRATEGIC PLAN STEERING TASK FORCE

This task force oversees the implementation of the EvCC strategic plan using the 4 Disciplines of Execution. Members are appointed by the President of Everett Community College and are accountable to the Campus Council through EvCC Shared Governance. (Objective 3.3.3)

For the current list of committee and task force members, visit our website.

EverettCC.edu/StrategicPlan

COLLEGE LEADERSHIP

Trustees

- Jerry Martin, Chair
- Kelly Shepherd, Vice Chair
- Bob Bolerjack
- Dr. Betty Cobbs
- Toraya Miller

Interim President, February 2022-June 2023

Dr. Darrell L. Cain

President, Beginning July 2023

Dr. Chemene Crawford



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