



**Pueblo**

Community College

# DEI STRATEGIC FRAMEWORK

Approved by Cabinet April 15, 2024

# GOAL 1

## Access

### **Strategy 1: Foster a college environment that is conducive to the needs of a diverse student body.**

- Provide training to executive-level administrators and cabinet to gain awareness of DEI issues and increase comfort with discussion on the topic.
- Explore the creation of an AA in Chicano Studies and articulation agreements with MSU Denver and University of Northern Colorado.

### **Strategy 2: Connect underrepresented students to cocurricular experiences and resources.**

- Promote campus clubs that are focused on underrepresented communities like MEChA, Spectrum and the League of TRIO Students. Administration should support these clubs when they can.
- Complete an equity analysis for marginalized students on the distribution of grants and scholarships.

### **Strategy 3: Disrupt college choque (cultural collisions) through a strategic enrollment and onboarding plan.**

- Perform an equity analysis of the onboarding process to eliminate confusion of college processes to marginalized student populations.
- Provide training on predictive analytics in Navigate to leverage data that will allow strategic support of marginalized student populations.

### **Strategy 4: Provide progressive, equitable opportunities and resources for employees.**

- Increase the diversity of college staff and faculty throughout the reporting structure.
- Explore a broader remote working policy that is inclusive of the needs of diverse college personnel.

# GOAL 2

## Accountability and Infrastructure

### **Strategy 1: Demonstrate commitment to DEI efforts by making necessary investments in resources, infrastructure, and policy.**

- Explore funding options to implement a full department for DEI.
- Follow industry trends by funding a full 1.0 FTE position for DEI.

### **Strategy 2: Build rapport with marginalized student populations via culturally responsive practices.**

- Enhance student complaint processes to ensure equitable outcomes by approaching conflict resolution with a DEI lens.
- Develop a survey that will be distributed to students after the complaint process has concluded to get qualitative data on satisfaction of the outcome.

### **Strategy 3: Increase capacity for all stakeholders to engage in DEI work.**

- Develop a data strategy that disaggregates data and allows the college to perform equity checks regularly.
- Provide regular trainings on how to disaggregate data and how it informs practice/policy.

### **Strategy 4: Create low-stake opportunities to engage in dialogue to gain awareness of marginalization.**

- Distribute weekly DEI teaching tips for faculty and instructors that are easy to implement.
- Utilize padlets or a D2L shell to create a space for shared knowledge.

## GOAL 3

# HSI Identity and Latinx Student Success

### **Strategy 1: Identify and capitalize on professional development opportunities to increase awareness of HSI servingness.**

- Engage with external agencies to provide professional development opportunities that foster Latinx student success.
- Increase professional development offerings via CTEAL that will increase cultural responsiveness.

### **Strategy 2: Intentionally increase Latinx representation through the recruitment to retention pipeline at all levels of the College.**

- Expand presence of Peer Mentors to engage with local middle schools and high schools.
- Introduce affinity groups to students earlier to encourage representation and engagement

### **Strategy 3: Honor the experiences of Latinx students by cultivating community that promotes a sense of belonging.**

- Increasing the availability of scholarly resources to employees and students about Latinx belonging.
- Identify a space on campus where Latinx history can be stored.

### **Strategy 4: Embed a Latinx lens into decision-making processes.**

- Increase awareness of learning equity opportunities for both high-context and low-context learners.
- Adopt SMARTLIE goals as a decision-making tool: **S**-specific, **M**-measurable, **A**-attainable, **R**-relevant, **T**-timebound, **L**-Latinx-centered, **I**-inclusive, **E**-equitable.

## GOAL 4

# Widespread Campus Involvement/ Intentional Partnerships

### **Strategy 1: Be intentional and provide transparency regarding sources of power.**

- Provide an accessible platform for stakeholders to review the college budget.
- Perform an analysis of the recruitment process regarding diversifying faculty, staff, and leadership.

### **Strategy 2: Provide opportunities for campus constituents to come together to have conversations that allow people to come together when engaging in difference.**

- Intentionally create space for multicultural perspective sharing: In all aspects of higher education, from academics to student-life, recruitment practices to data collection.
- Examine how we provide accessibility to our campus for employees with disabilities. When does an accommodation become unreasonable?

# DEI Strategic Framework

Approved April 2024

# DEI STRATEGIC FRAMEWORK CROSSWALK

**X** indicates where previous Destination 2022 strategic imperatives intersect with the new Destination 2027 criteria.

Criteria for Destination 2027	I. Access	II. Accountability and Infrastructure	III. HSI Identity	IV. Widespread campus involvement/ Intentional Partnerships	
	1. Mission	<b>X</b>	<b>X</b>	<b>X</b>	
	2. Integrity	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
	3. Teaching & Learning: Quality, Resources, Support	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
	4. Teaching & Learning: Evaluation, Improvement	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>
5. Institutional Effectiveness & Resource Planning		<b>X</b>	<b>X</b>	<b>X</b>	

