# Diversity, Equity and Inclusion

# Agenda

- What is diversity, inclusion and equity?
  - Diversity,
  - Inclusion, and
  - Equity

- How does it apply to IVC

- What is IVC doing?
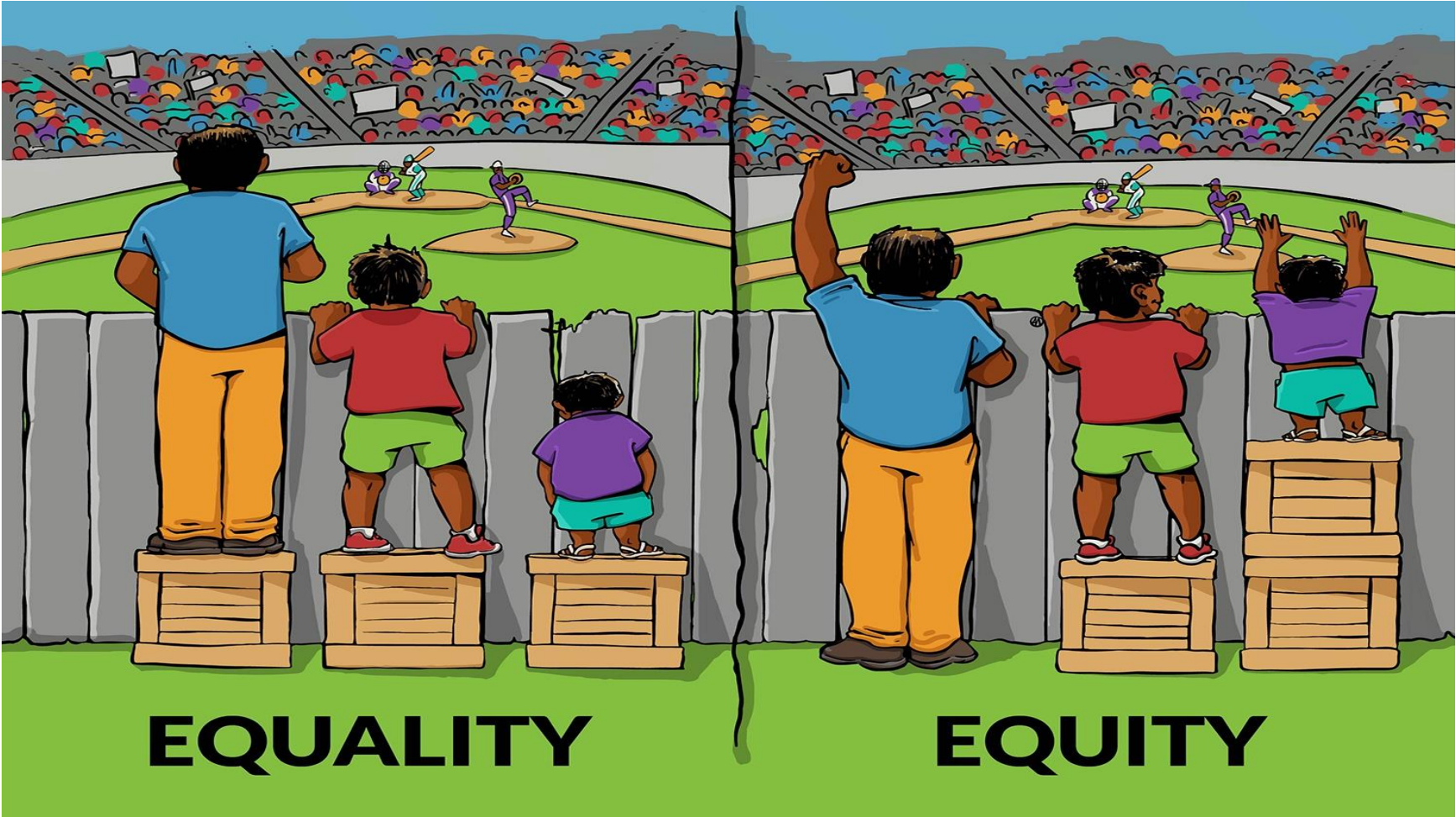
- How can the Board help?

- Discussion

# Diversity

- **Diversity**: Diversity includes all the ways in which people differ, and it encompasses all the different characteristics that make one individual or group different from another. **It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued.**
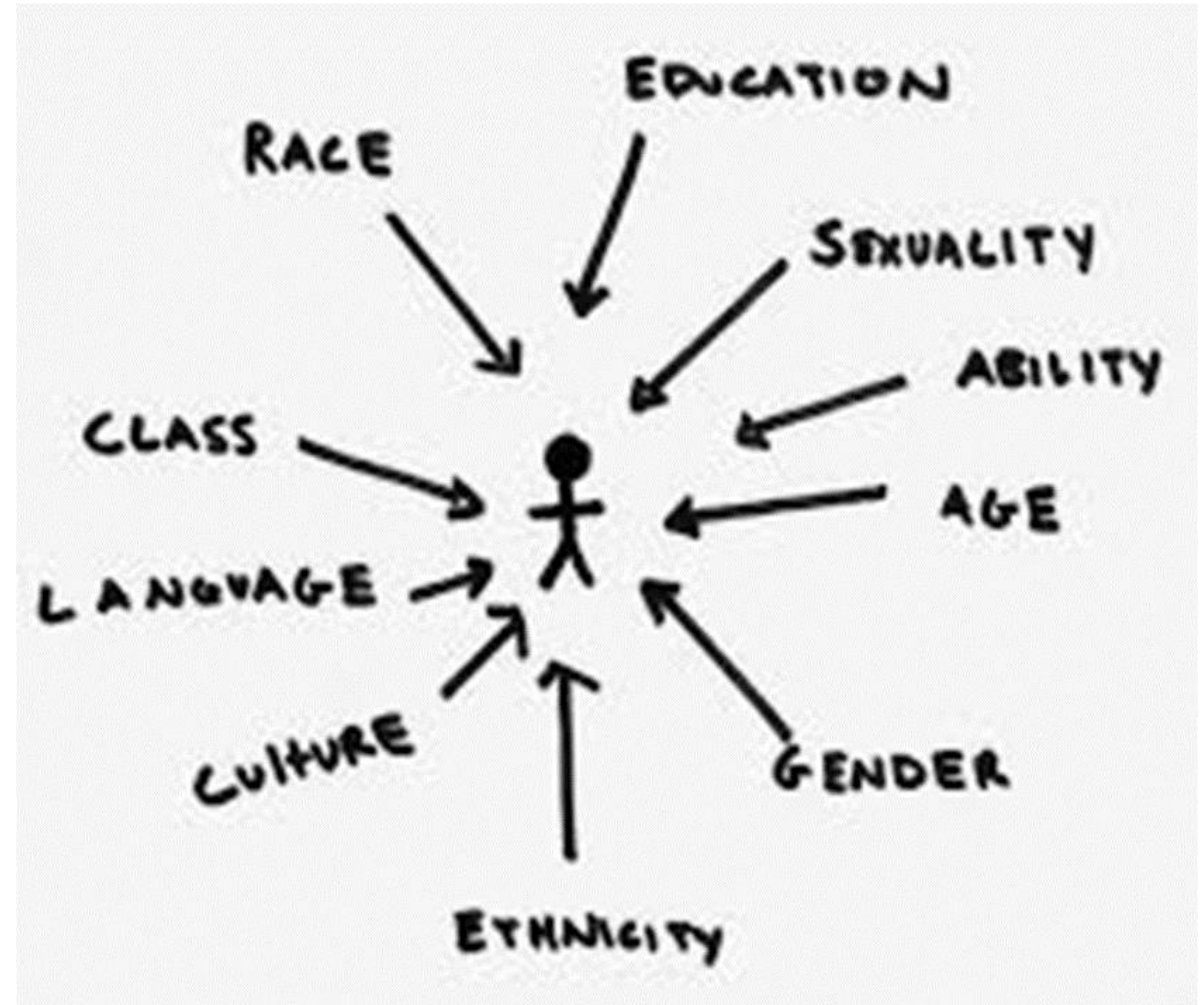
# Equity

# Inclusion



"DIVERSITY IS BEING INVITED TO THE PARTY; INCLUSION IS BEING ASKED TO DANCE."

VERNA MYERS, DIVERSITY AND INCLUSION EXPERT

Hello Professor, I wanted to speak to you about something that has been bothering me not only in this class but my other classes as well. In every class we are required to do discussions. I participate in every discussion by posting and responding. I noticed this pattern earlier when the semester first started but I wrote it off as shyness. I noticed when I speak to my other classmates in discussions they ignore me and do not speak back. They reply to others comments but ignore me even when I address them directly. Like I stated this happens in my 3 other classes as well. Seeing as most of us have pictures and names I can see I'm the only African American in the class and my other classes as well. I dont want to think that's the reason why but as I said it's a pattern in all my classes. Initially I just thought everyone needed to warm up to one another but it's been 2 weeks now and everyone seems to be getting on well besides me. I feel alienated and very sad about it. Genuinely discouraged and I'm starting to dread discussions. I'm really hoping discrimination is not the case!!! I feel really silly addressing this but I'm uncomfortable and must speak up. Seeing as you're African-American as well I decided to speak to you about it. I'm sorry if this puts you in an uncomfortable position but as I stated I dont feel comfortable speaking to my other professors about it. I spoke to a few people in my social circle and they urged me to reach out to someone. Thank you so much for taking the time to read this and I'm sorry to bother you.

# How Does Diversity, Equity and Inclusion Apply to IVC?

- IVC will be intentional in all actions
- IVC will address policies, procedures, and personnel when they are not aligned with DEI.
- IVC will actively seek out disproportionally impacted and marginalized students to ensure their needs are being met and they are included
- IVC will do all it can to eliminate all forms of "isms" from the organizational structure
- IVC will cultivate a culture and climate of diversity, equity and inclusion
- DEI will be integrated in IVC's Comprehensive Educational Master Plan
- DEI will be incorporated in hiring practices

# What Is IVC Doing?

- Hiring Practices
- Social Justice Reform Events
- Equity Success Metrics
- Student Success Teams
- Guided Pathways
- Equity Think Tank
- USC Race Climate Survey
- Professional Development
- Educational Master Plan 2030
- Board Resolution – 19155
- Chicano Studies
- Police Academy Cultural Awareness Summit
- Social Justice & Equity Website (Coming Soon)
- Support for DACA Students
- Basic Needs – Food & housing insecurities
- Restorative Justice Programs

# IVC Diversity, Equity and Inclusion

| Training Title | Date | Topic |
| --- | --- | --- |
| Student Retention | September 8, 2018 | Student Retention |
| Who Are Our New Students?  Dr. Twenge: IGen | March 30, 2019 | Culture, Diversity, Equity |
| Introducing Generation Z | April 6, 2019 | Culture, Diversity, Equity |
| Identifying and Assisting Students in Psychological Crisis | April 11, 2019 | Health & Wellness |
| Getting Started with Equity: Fall Faculty Retreat | August 12, 2019 | Culture, Diversity, Equity |
| Mental Health Awareness 1010 | September 11, 2019 | Health & Wellness |
| The Humanist Paradigm: A Radically Student-Centered Approach to Program Design, Pedagogy, Assessment, and Student Development | October 5, 2019 | |
| Staying Motivated: Tips for Motivating Ourselves and Our Students | November 2, 2019 | Health & Wellness |
| Staying Sane: Balancing Emotional Health & Wellness | November 6, 2019 | Health & Wellness |
| Decolonize Your Syllabus | March 7, 2020 | Culture, Diversity & Equity |
| Communicating and Building Community | June 16, 2020 | Teaching, Technology & Equity |
| Feedback & Grading | June 16, 2020 | Teaching, Technology & Equity |
| Designing with Students in Mind | June 17, 2020 | Teaching, Technology & Equity |
| Humanizing the Online Environment | June 17, 2020 | Teaching, Technology & Equity |
| Offering Additional Support | June 18, 2020 | Teaching, Technology & Equity |
| Tips for a Student-Centered Online Course | September 9, 2020 | Teaching, Technology & Equity |
| Equity Book Club | September 14, 2020 | Culture, Diversity & Equity |
| Universal Design for Learning | October 3, 2020 | Culture, Diversity & Equity |
| Connecting with Students in Diverse Ways and Improving Equity in an Online Course | October 15, 2020 | Culture, Diversity & Equity |

# Social Justice

## Social Justice Defined

" Social justice generally refers to the idea of creating an egalitarian society or institution that is based on the principles of equality and solidarity, that understands and values human rights, and that recognizes the dignity of every human being. "

Education and Social Justice, J. Zajda, S. Majhanovich

Includes topics such as poverty, discrimination, racism, injustice, civil rights, and humanitarian issues, among others.

# Operationalizing Equity at IVC

- [Student Success Metrics](#)

- [Student Equity Plan](#)

- [Vision for Success Plan Dashboard](#)

- Goal 5.1A - Increase all Students who earned an Associate degree (including ADTs) in the following subgroups:
  - Veterans by 25%,
  - First Generation by 8%,
  - African American by 200%, and
  - Foster Youth by 200%

  - Goal 5.1B - Increase all Students who earned an Associate degree for Transfer (ADT) in the following subgroups:
    - Veterans by 38%,
    - First Generation by 10%,
    - African American by 200%, and
    - Foster Youth by 200%

  - Goal 5.1C – Decrease Average Number of Units Accumulated by All Associate Degree Earners in the following subgroups:
    - Veterans by 6% and
    - First Generation by 6%

**Goal 5.1a  -Equity, Associate Degrees**

| Cohort | 16-17 | 17-18 | 18-19 | 19-20 |
|--------|-------|-------|-------|-------|
| Military | 14 | 20 | 32 | 15 |
| Black/AA | 1 | 3 | 8 | 30 |
| Foster | - | 2 | 6 | 3 |

**Goal 5.2A -Equity, ADTs**

| Cohort | 16-17 | 17-18 | 18-19 | 19-20 |
|--------|-------|-------|-------|-------|
| Military | 8 | 9 | 14 | 4 |
| Black/AA | 1 | 0 | 2 | 23 |
| Foster | 0 | 0 | 3 | 1 |

# What does this mean for the Board?



- Support in creating a DEI culture
- Integrate in board policies
- Ensure students are exposed to diverse cultures and perspectives
- Ensure all of Imperial Valley residents feel welcomed and to increase access and success
- Integrate throughout Strategic Educational Master Plan
- Aligned with Student Success Funding Formula & Vision for Success

Discussion…

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