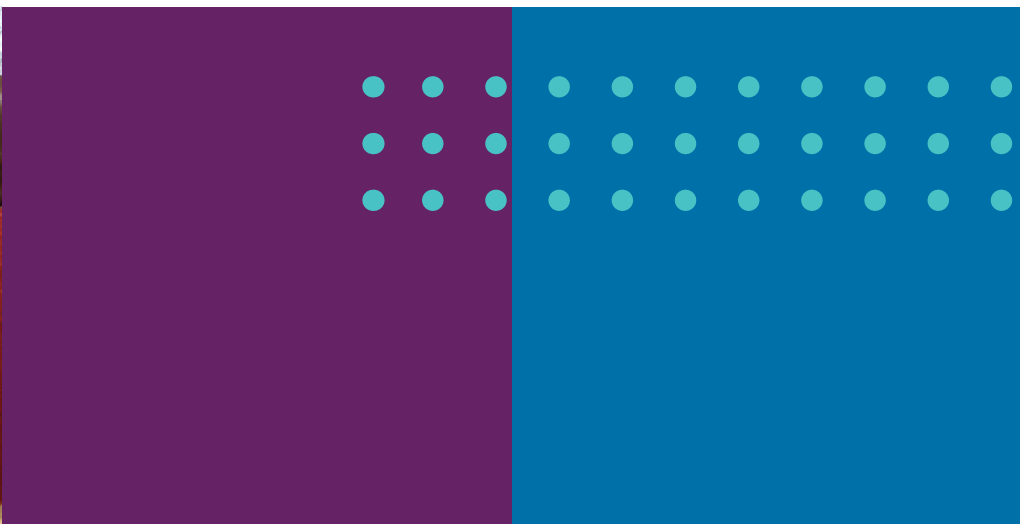




Campus Climate Action Plan



Hands-on
Higher Ed





WCTC'S OFFICE OF INSTITUTIONAL BELONGING, ACCESS AND CULTURAL ENGAGEMENT (BACE) advocates for members of the College community while emphasizing the importance of respect, cross-cultural relationships and identity development.





BACE's task is to help increase awareness about current system inequities in order to promote change. Through internal, campus-wide collaboration, BACE aims to:

- Build relationships
- Increase access for all students
- Provide dignified educational experiences
- Improve teaching and learning
- Promote change over time



Mission:

To promote inclusive learning and working environments for WCTC students and employees.



Vision:

Cross-cultural engagement, access, inclusion and belonging are core institutional values at WCTC. These values drive decision-making, resource allocation, policies and practices. WCTC recruits, retains and supports a diverse community of students, faculty and staff.



Connecting the Why

The Office of BACE – has developed intentional advancement strategies based on enrollment trends, changing student demographics and the national social unrest evident during the 2019-20 academic year.

The office’s strategic directives work to address barriers for both students and employees, and providing cultural engagement education in order to:

- Increase awareness of issues
- Reprioritize belonging, access and inclusion
- Affect positive cultural change for the WCTC community

Focal Themes:

The following five focal areas guide BACE’s action plan. This plan will be updated regularly to adjust priorities and deadlines to meet stakeholder needs.

- 1 COMMUNICATION:** Implement communication strategies to advocate for belonging, access, inclusion and compliance
- 2 CURRICULUM:** Redesign curriculum to reflect values and integrative knowledge of diverse histories, cultures and societies.
- 3 PROFESSIONAL DEVELOPMENT:** Develop a system for ongoing professional development opportunities, ensuring accountability
- 4 RECRUITMENT, REPRESENTATION, & RETENTION:** Increase underrepresented recruitment, representation and retention for students and employees.
- 5 PSYCHOLOGICAL SAFETY:** Commit to providing a discrimination- and harassment-free working and learning environment.

BELONGING: The feeling of security and support when there is a sense of acceptance, inclusion, and identity for a member of certain group.

ACCESS: All students have equal access to a high quality education, safe learning environment, and a diverse student body that enriches the educational experiences of all students.

INCLUSION: Inclusion is the degree to which all individuals in a community are welcomed, valued, respected, heard and able to participate. Creating an inclusive community requires intentional action to address historical underrepresentation and exclusion with respect to academic and career success, hiring, promotion and leadership, campus climate, curriculum and access to resources.



Campus Climate

ACTION PLAN

ACTION ITEM	Communication	Curriculum	Professional Development	Recruitment, Representation and Retention	Psychological Safety
Provide updates at monthly College Communications Meetings	x		x		
Integrate efforts/updates into overall WCTC internal and external communications	x		x		
Develop strategic directives/goals to include in the WCTC Modern College Plan	x		x		
Introduce BACE to new employees at onboarding sessions	x		x		
Present at local, state and national conferences to build community awareness	x		x		
Host community-friendly WCTC Speakers Series events and monthly cultural events	x		x		
Develop training options for all staff, offering a BACE certificate or badge for completion; training topics may include: <ul style="list-style-type: none"> • Cultural competence/awareness • Disability awareness • Religion and religious holiday awareness • Ally/Safe Space • WTCs Interview Bias training • Personal identity 		x	x		
Review syllabi for inclusive language		x			

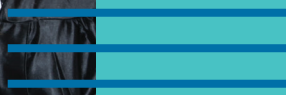




ACTION ITEM	Communication	Curriculum	Professional Development	Recruitment, Representation and Retention	Psychological Safety
Support programs to address barriers to academic success				x	
Create multiple "safe spaces" for diverse students and employees across campus				x	x
Provide workshops for departments			x		
Facilitate employee feedback sessions related to the WCTC employee experience			x		
Create DEI data dashboard to include breakdown of minority staff by department and level, and students by program				x	
Create Employee Resource Group for underrepresented employees to connect and pursue professional development opportunities			x	x	

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For questions about this report, please contact:

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