Leading with racial equity, our colleges maximize student potential and transform lives within a culture of belonging that advances racial, social, and economic justice in service to our diverse communities.

The Diversity, Equity and Inclusion (DEI) Committee is a 13 person committee made up of employees from across the agency. The Committee strives for equitable opportunity for all, and promotes diversity, equity, and inclusion by aligning its work with the vision and mission of the State Board for Community and Technical Colleges (SBCTC) in support of the overall CTC system direction. We are a motivated, action-oriented, and passionate group who are driven to create a diverse and inclusive workplace for all.

The purpose of this document/page is to keep the SBCTC apprised of the key priorities and associated activities that the committee is undertaking for the 2020-2021 program year. In addition to the tasks and activities listed, all priority areas will also engage in a policy review process for associated areas of the agency and provide recommendations to agency leadership based on the review findings.

There is space for you to be engaged in the work of the DEI committee and we hope that you will take a step to become involved, especially people of color, members of the LGBTQIA+ community, folx with disabilities and others from marginalized communities. You are encouraged to complete the DEI Interest survey to join the DEI committee as a full or volunteer committee member. You can also email the committee at dei@sbctc.edu with questions.

Please use this as a resource to identify areas where you can best be involved with DEI committee initiatives and activities.
Priority #1: Every Hire Matters

*Priority focuses on exploring hiring practices, employing strategies to address gaps and bottlenecks in hiring processes, and disparities in the demographic makeup of the agency.*

**Current tasks and activities:**
- Examine and recommend the adoption of hiring resources for SBCTC to further diversify hiring and retention practices
- Examine agency data on diversity

Priority #2: Interaction and Engagement

*Priority focuses on researching and analyzing cultural climate levels, and supporting the integration of the SBCTC vision within the broader agency.*

**Current tasks and activities:**
- Facilitate social connection and provide opportunities to practice with various tools and strategies (extension of priority #3)
- Facilitate the implementation of Employee Resource Groups
- Develop, distribute and disseminate climate survey at end of June 2021

Priority #3: Lifelong Learning

*Priority focuses on expanding professional development opportunities to address gaps in knowledge skill sets for a more socially just, equitable, and inclusive work environment.*

**Current tasks and activities:**
- Provide continuous training for DEI Committee
- Assist agency professional development work group to inform changes to agency-wide professional development practices and policies, as well as with implementation support
- Implement Agency Book Club
- Diversify the means of delivering professional development through technology and curriculum development
- Organize agency DEI professional development (Lunch & Learn)

Priority #4: System Alignment

*Priority focuses on how SBCTC aligns with broader agencies, fits in the system of 34 colleges, and how SBCTC can best provide leadership and guidance on diversity, equity and inclusion.*

**Current tasks and activities:**
- Review and revise Mission and Values
- Review and report all the changes related to the new vision, mission, values (report out in 2021; depends on climate survey work and Task 1 on M&V)
- Maintain internal and external websites
- Build in report out on our System Alignment (start with CTC system, DEI in WA CTCs and workgroups, Equity Implications, system happenings, etc.)
- Explore the development, recommendation and/or adoption of an equity audit tool