



**2020-2021 Core Theme Indicator and Mission Fulfillment
Report: Diversity & Cultural Enrichment**

WVC Board of Trustees

May 2022

Mission Fulfillment and Core Themes 2020-2021

These scorecards present data for indicators of mission fulfillment and core theme attainment compiled for the 2020-2021 academic year.

Mission

Wenatchee Valley College enriches North Central Washington by serving educational and cultural needs of communities and residents throughout the service area. The college is committed to diversity, equity and inclusion for all students and employees and provides high-quality transfer, liberal arts, professional/technical, basic skills and continuing education for students of diverse ethnic and economic backgrounds.

Core Themes

Educational Achievement

Students will achieve their goals for education and employment through preparation for successful transfer to the baccalaureate level, development of the professional/technical expertise for successful entry into the workforce, or proficiency in college readiness skills needed to pursue goals for further education and employment.

Support for Learning

WVC's non-instructional programs and services will support students' attainment of their educational goals and promote equitable access to the college's educational opportunities. Programs and services will be culturally and personally relevant to support exploration and growth as WVC affirms and respects diverse developing and achieved identities, goals and viewpoints.

Responsiveness to Local Needs

WVC's degrees, programs, courses and services will be responsive to local demand and community needs. WVC will actively seek community input through its foundations, advisory committees, and collaboration with external organizations.

Diversity and Cultural Enrichment

Students and staff will be supported by practices and policies that create an inclusive environment for learning and work. The college community and residents of District 15 will have opportunities to experience diverse and multiculturally rich perspectives through curriculum, educational programs, and special events.

Diversity & Cultural Enrichment Core Theme Indicators and Measures

Core Theme	Indicator	Measure
Diversity & Cultural Enrichment	5.1 Diverse students, staff and faculty feel welcome, included and are successful on WVC campuses.	Average response of the student climate assessment is a 3.5 or higher on a five-point scale. **
		Average responses of the faculty and staff climate assessment is a 3.5 or higher on a five-point scale. **
		Equity climate assessments completed every two years **
	5.2 Expansive culturally responsive pedagogy utilized at WVC.	Number of certified diversity courses
		Yearly training for faculty on culturally responsive pedagogy
	5.3 WVC continues to hire and retain ethnically and support culturally diverse staff and faculty.	Percentage of faculty of color.
		Percentage of staff of color.
		Percent of faculty and staff of color hired reflects the percent of the student population.

5.1 Diverse students, staff and faculty feel welcome, included and are successful on WVC campuses.

Measure 5.1.1: Average response of the student climate assessment is a 3.5 or higher on a five-point scale.

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Goal	3.75	3.75	3.75	3.75	3.75
Student Climate		3.71	3.64		3.42
Fulfillment Level	3.50	3.50	3.50	3.50	3.50

WVC Goal: Average survey response of 3.75 on 5-point survey

WVC Mission Fulfillment Level: Average survey response of 3.50 on 5-point survey

Source: Results from WVC student surveys, CCSSE

Measure 5.1.2: Average responses of the faculty and staff climate assessment is a 3.5 or higher on a five-point scale.

	2016-2017	2017-2018	2018-19	219-2020	2020-2021
Goal					4.00
Staff & Faculty Climate					3.51
Fulfillment Level					3.50

WVC Goal: Average survey response of 4.00 on 5-point survey

WVC Mission Fulfillment Level: Average survey response of 3.50 on 5-point survey

Source: WVC Climate Surveys, PACE

Measure 5.1.3: Equity climate assessments completed every two years

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Goal					Yes
Equity Climate					No
Fulfillment Level					Yes

WVC Goal: Yes

WVC Mission Fulfillment Level: Yes

Source: WVC Climate Surveys, PACE

Discussion:

There are three survey sources for measuring Indicator 5.1. The first measure comes from a combination of student surveys, conducted as part of WVC’s student survey cycle, where a national normed survey is conducted, then a home grown WVC survey, and then a rest year. Generally, the average score on student satisfaction is between 3.50 and 3.75 on a five-point

scale. This is a score between being satisfied and being neither satisfied nor dissatisfied. This is the common range for most satisfaction questions in social research.

Measure 5.1.1 looks at all satisfaction questions on student surveys and averages them to a single number. You will note the lower-than-expected score in 2021. This is probably due to Covid-19 with students having to take courses and receive services from WVC remotely. Verbal responses on this survey showed that many students disliked remote education and wished that the college would quickly return to face-to-face instruction and services.

WVC does not have a history of conducting regular climate studies. However, after budget induced layoffs in 2019 were needed, it was decided to take the pulse of the college and measure staff and faculty views by conducting the PACE survey in the spring of 2021. The survey will be conducted again in spring of 2022 and will be conducted every two years thereafter.

A taskforce was formed to look at the results of the 2021 PACE study. Their findings have been shared with the college in a variety of meetings, with a list of 61 actions the college needed to take to improve the college climate. Most of the recommendations focused on improving communication for the college, providing a voice for staff and faculty on Cabinet, addressing a need for greater study of diversity and equity for college staff and faculty, and Cabinet becoming more available to staff and faculty. Some examples of changes that have been made:

- All-Campus Check-Ins
- Bias Training for Hiring Committees
- Cabinet Office Hours
- Department Listening Sessions
- Divisions Combined Across Campuses
- Equity Audit (Spring 2022)
- Faculty and Course Enrichment (FACE)
- Onboarding System for New Employees
- President's Advisory Council on Diversity, Equity & Inclusion (PAC-DEI)
- Shared Governance Council

WVC did not do an equity assessment last year, but will be conducting one with the 2022 PACE survey through an additional module for the survey. Also, WVC will be conducting a state mandated DEI audit in 2022. Both of these will be conducted by the college on a biannual basis thereafter.

5.2 Expansive culturally responsive pedagogy utilized at WVC.

Measure 5.2.1: Number of certified diversity courses

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Goal		26	29	32	35
Diversity Courses		24	27	32	32
Fulfillment Level		23	26	29	32

WVC Goal: To increase the number of courses by 3 per year

WVC Mission Fulfillment Level: 3 courses fewer than the goal

Source: Associate Dean of Campus Life, Equity & Inclusion course tracking.

Measure 5.2.2: Number of yearly trainings for faculty on culturally responsive pedagogy

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Goal					4
Faculty Training					2
Fulfillment Level					2

WVC Goal: Four trainings per year.

WVC Mission Fulfillment Level: Two trainings per year.

Source: Associate Dean of Campus Life, Equity & Inclusion training tracking.

Discussion:

In 2017, WVC instituted a diversity course requirement. To make this workable, WVC in prior years worked with faculty and Curriculum Committee to set minimum requirements for a course to be considered as a diversity course. The Diversity and Cultural Enrichment Core Theme Council (now committee) worked with faculty to help courses meet this requirement. By 2021, there were 32 diversity courses that met the requirements for consideration as a diversity course. WVC hopes to increase the number of diversity courses slowly over time.

Formal faculty training on culturally responsive pedagogy happened for the first time in 2021, with two training sessions happening as part of Launch Week and a Dean's Day. The goal is to increase these trainings so that they happen on a quarterly basis.

The purpose of these trainings is to improve student learning outcomes, course completion rates and eventual certificate/degree completion for at risk student populations. Culturally adaptive pedagogy has been shown in many studies to impact these outcomes for students of color and those from lower economic backgrounds.

5.3 WVC continues to hire and retain ethnically and support culturally diverse staff and faculty.

Measure 5.3.1: Percentage of faculty of color.

	2016-2017	2017-2018	2018-2019	219-2020	2020-2021
Goal	32%	32%	32%	32%	32%
Faculty of Color	16.3%	16.5%	16.6%	16.5%	16.3%
Fulfillment Level	25%	25%	25%	25%	25%

WVC Goal: Match community population of color.

WVC Mission Fulfillment Level: 25% of all full-time faculty being faculty of color.

Source: WVC DataLink data from ctcLink.

Measure 5.3.2: Percentage of staff of color.

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Goal	32%	32%	32%	32%	32%
Staff of Color	22.2%	23.1%	27.3%	28.3%	29.9%
Fulfillment Level	25%	25%	25%	25%	25%

WVC Goal: Match community population of color.

WVC Mission Fulfillment Level: 25% of all full-time faculty being faculty of color.

Source: WVC DataLink data from ctcLink.

Measure 5.3.3: Percent of faculty and staff of color hired reflects the percent of the student population.

	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Goal	53.0%	51.9%	52.8%	54.8%	52.7%
Of Color Hired					38%
Students of Color	53.0%	51.9%	52.8%	54.8%	52.7%

WVC Goal: Match percent of WVC students of color

WVC Mission Fulfillment Level: Match percent of WVC students of color

Source: WVC HR Department data; WVC DataLink Student data.

Discussion:

Often in surveys and focus groups with students of color, including those conducted at WVC, a wish or request is made for more faculty, advisors, and service staff who look more like who they are. National studies suggest that the more that institutions look like their students in terms of race and ethnicity, the better student outcomes are. Indicator 5.3 is tied directly to WVC’s strategic plan and goal of providing a welcoming diverse environment for the college.

The old version of WVC’s indicators has shown that WVC has struggled in hiring a diverse staff and faculty. The table below shows the ethnic makeup of staff and faculty over the last five years.

		African American	Asian/Pacific Islander	Latinx	Native American	White
Staff	2016-17	0.7%	2.8%	18.1%	0.7%	77.8%
	2017-18	0.7%	2.7%	19.7%	0.0%	76.9%
	2018-19	1.3%	2.6%	22.1%	1.3%	72.7%
	2019-20	0.7%	2.8%	24.1%	0.7%	71.7%
	2020-21	0.9%	3.4%	24.8%	0.9%	70.1%
Faculty	2016-17	1.3%	3.8%	10.0%	1.3%	83.8%
	2017-18	1.3%	5.0%	10.0%	1.3%	82.5%
	2018-19	1.2%	7.0%	9.3%	1.2%	81.4%
	2019-20	1.1%	5.4%	8.7%	1.1%	83.7%
	2020-21	1.1%	5.5%	8.8%	1.1%	83.5%

As noted above, WVC staff have made slow gains in moving to a higher percentage of staff of color. Generally, turnover for staff is more regular than it is for faculty but is still relatively slow overall. It takes time to make change happen in both faculty and staff numbers. Further, for faculty, tenure process limits change of time, as faculty who gain tenure are more likely to remain for the duration of their professional career at WVC.

Currently, for both staff and faculty, it is the goal to hire staff and faculty of color proportional or greater to the percentage of student of color attending the college. As the percentage of students of color is greater than the percentage of WVC’s service district, it is hoped to move to a point where staff and faculty of color numbers match those of the community. It is to be noted that this is the first year that measure 5.3.3 has been collected. It will continue to be collected moving forward, so that a historical view of hiring staff and faculty of color can be provided.