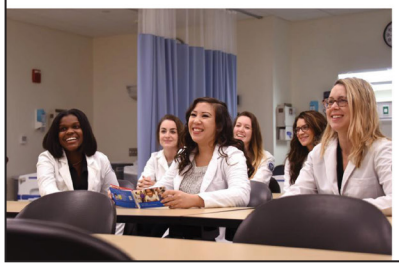
Green River College
Equity-Centered Strategic Visioning and Planning
Steering Committee Meeting #2

October 19, 2020 ~ 2:00 pm – 4:00 pm

A G E N D A

2:00 p.m.	I.	**Welcome and Introductions** - Steering Committee Co-Chairs ▪ Agenda overview
2:10	II.	**Project Overview** – MIG Team ▪ Update on process and schedule
2:15	III.	**Summary of Input to Date – Emerging Themes and Issues** ▪ Summary of input from interviews and discussions ▪ Proposed Equity Forum Discussion Framework
3:15	IV.	**Equity Visioning Forum** ▪ Format and Agenda
3:45	V.	**Next Steering Committee Meeting November 16th 2:00 – 4:00 p.m.** Steering Committee Co-Chairs ▪ Environmental scan: preliminary results ▪ Equity Visioning Forum Summary of Input
4:00	*Close*	



Equity-Centered Strategic Visioning and Planning

Steering Committee Meeting #2

October 19, 2020

Agenda

I. Welcome and Introductions
II. Project Overview - Update
III. Summary of Input to Date – Emerging Themes and Issues
IV. Equity Visioning Forum – Format and Agenda
V. Next Steps

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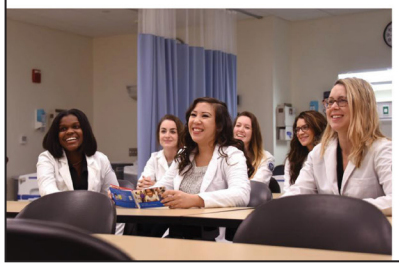
WELCOME!



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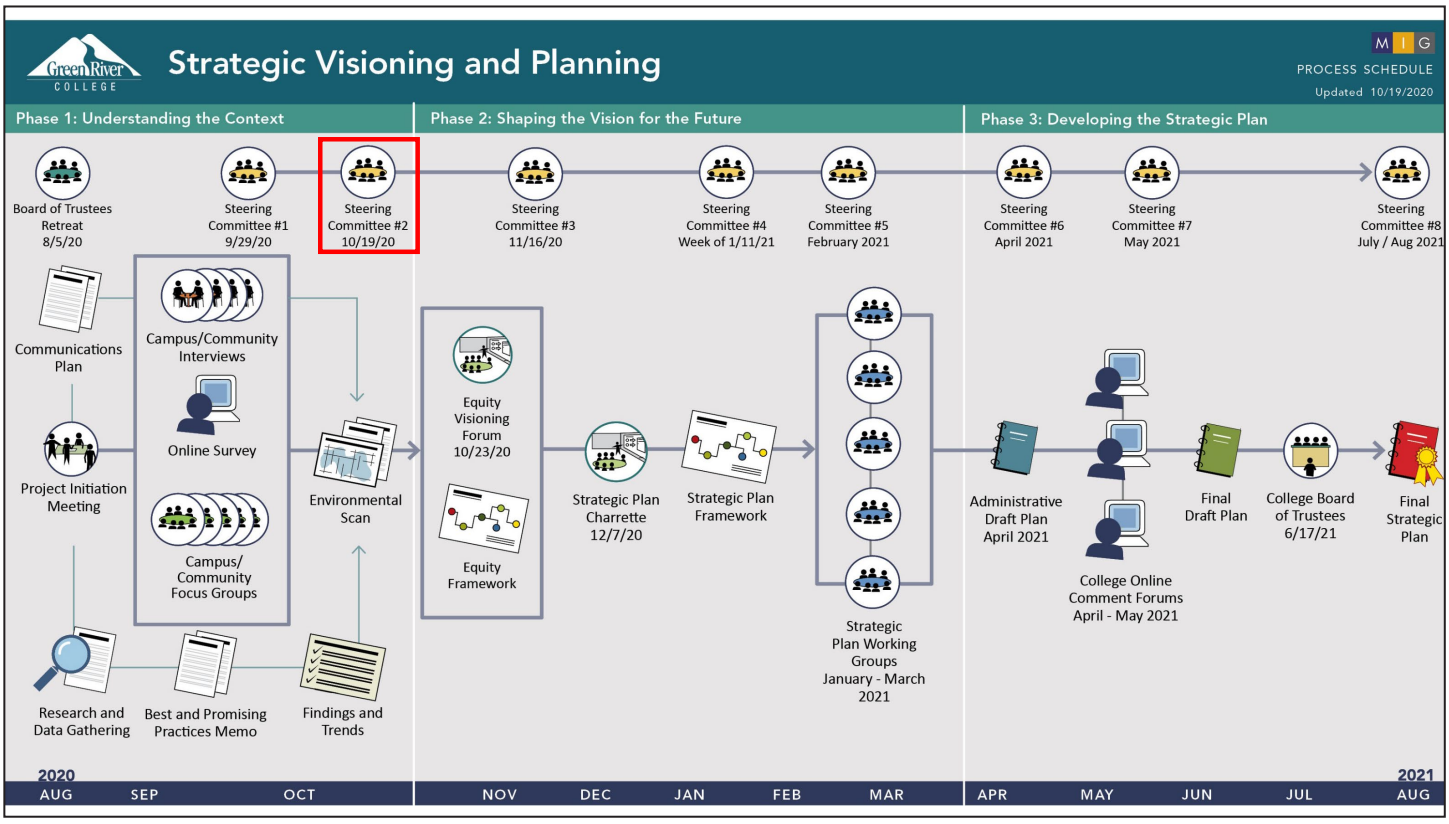
Project Overview
Update on Process and Schedule


Green River COLLEGE
Strategic Visioning and Planning
MIG
PROCESS SCHEDULE
Updated 10/19/2020
Phase 1: Understanding the Context
Phase 2: Shaping the Vision for the Future
Phase 3: Developing the Strategic Plan
Board of Trustees Retreat 8/5/20
Steering Committee #1 9/29/20
Steering Committee #2 10/19/20
Steering Committee #3 11/16/20
Steering Committee #4 Week of 1/11/21
Steering Committee #5 February 2021
Steering Committee #6 April 2021
Steering Committee #7 May 2021
Steering Committee #8 July / Aug 2021
Communications Plan
Campus/Community Interviews
Online Survey
Project Initiation Meeting
Environmental Scan
Campus/ Community Focus Groups
Research and Data Gathering
Best and Promising Practices Memo
Findings and Trends
Equity Visioning Forum 10/23/20
Equity Framework
Strategic Plan Charrette 12/7/20
Strategic Plan Framework
Strategic Plan Working Groups January - March 2021
Administrative Draft Plan April 2021
College Online Comment Forums April - May 2021
Final Draft Plan
College Board of Trustees 6/17/21
Final Strategic Plan
2020
AUG
SEP
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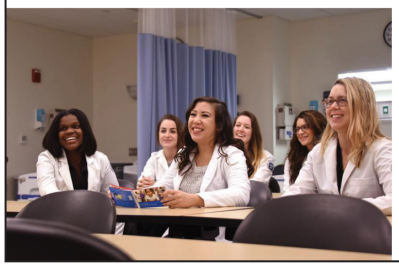

Summary of Input to Date

Emerging Themes and Issues

Input to Date

Completed:

- Board of Trustees Retreat
- Steering Committee
- Executive and Administrative Retreats
- Seven Interviews with Key Communities of Interest

To Be Completed:

- One Interview
- Three Focus Groups – Internal, External, Students

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How would you **define and measure success** for this planning effort?

- **Holistic, intersectional, inclusive**, not culture-centric, covering all of campus
- Process **fully transparent with clear communication**, feedback loop
- A **living, dynamic document that is actively used**
- **Clear, consistent, meaningful language**, with agreed-upon definitions of diversity, equity and inclusion
- The **full community understands the process**, can provide input
- Everyone should **see themselves in the Plan**
- Student-centered, measurable**, equity-based metrics** that provide data and results demonstrating **authentic improvement**

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What are the **greatest issues and challenges** associated with developing the Strategic Plan?

- **Engaging and informing** everyone; ensuring that **full student body** is engaged
- Helping all feel safe to provide **authentic input; variety of methods** for a broad spectrum of voices
- Allowing opportunity to **provide input as the plan is shaped,** with **feedback loop** to show how input has been incorporated, **maintaining momentum**
- Balancing **moving forward** with acknowledging / addressing **trust barriers** from past
- Calling people in to conduct **difficult conversations** in a respectful and productive manner
- Prioritizing programs that are **most viable to expand** while considering impacts on others
- Responding to **external pressures** (COVID, socioeconomic, political)

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What are the key **strengths and opportunities** we can leverage in building the Plan?

- **Strengths:** The College's people; exciting programs, initiatives to scale up; well-resourced; successful reaccreditation; excellent data team
- **Opportunities** to:
  - **Strengthen** the College's **identity**
  - Build **commitment to change**, authentic **dedication to equity and anti-racism**
  - Build new programs to promote **student achievement and success**
  - Better align and connect with local K-12, business and industry to expand, **strengthen pathways, pipelines and career opportunities** for diverse students
  - Tap into the **full variety of student voices**
  - Respond to the **historic moment**: foreground equity and leverage ongoing work
  - Educate ourselves re. equity; create "brave spaces" for deep discussion to **move forward in a way that includes all voices**

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How can we further **embed equity** in the process and all aspects of our College?

- Start with evaluating status quo **processes and policies**
- Add a social equity lens to everything – how to **operationalize equity and evaluate success**
- Expand **connection to diverse communities**
- Partner inclusively with cultural communities, **consider cultural factors** affecting student enrollment and success
- Clarify gaps, reach out to all, empower participation, ask right questions to **ensure all voices, identities, experiences considered** in making decisions
- Make campus more **welcoming**; increase **staff and faculty diversity**

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How can we further **embed equity** in the process and all aspects of our College? (continued)

- Consider services, programs and curricula **to close opportunity gaps and expand career options** for students
- **Ease navigation** into and through GRC system; remove barriers and biases to **create accessibility for all**
- Expand **pathways into college**, proactively **engage with diverse families** to communicate opportunities
- Ensure that all students, faculty and staff have **equitable support and resources**
- Provide **alternative modes and access** to all programs and resources.

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EQUITY FRAMEWORK DISCUSSION

As part of the Equity Forum, participants will be asked to discuss and brainstorm specific ideas that will help foster equity at Green River College. Key to that discussion will be ideas for a **definition of equity**. The following draft definition has emerged from the discussion to date:

Every single person gets what they need at Green River College to be successful in meeting their educational goals

The following discussion categories represent key areas of opportunity to embed equity at Green River College. These categories have emerged through early feedback from discussion with the Board of Trustees, the Steering Committee, and through stakeholder interviews.

Participants will be divided into self-assigned small breakout groups. Each group will discuss one of the following six topics and will include a facilitator to manage the conversation and a recorder to capture notes and key ideas. Each group will be asked to complete the following tasks:

ACTIONS

1) Review and discuss the DRAFT definition of Equity for Green River College, and propose modifications/improvements.
2) Address the problem statement for the assigned group and identify specific actions, processes, policies, and programs to achieve the goal.
3) For each proposed action, identify how success would be measured and what metrics and tracking mechanisms would be used.

DISCUSSION TOPICS

Group A: Closing the Opportunity Gap

People have a variety of education needs and goals. The community that surrounds Green River College is very diverse, and many of the potential students will need a broad range of support services to be successful. While programs are in place to address specific needs of low-income students, students of color, and other underserved groups, an education gap - and subsequently, an opportunity gap - persists within these groups. For a variety of reasons, students from within these groups are less likely to gain the same level of viable educational opportunities.

Group B: Increasing Faculty and Staff Diversity

It is important students of color and other members of underserved groups see staff that are reflective of their communities. At Green River College, the racial diversity of faculty and staff is not generally reflective of the student body, particularly as this relates to African American and Latino segments.

Group C: Creating a Welcoming Environment

Green River College's main campus is a beautiful and scenic academic setting. Colors, language, symbols, landscaping, architecture, public art, and every element of the college's physical environment conveys both intentional and unintentional meanings. For students that don't have an academic tradition in their family or that are the first in their family to attend college, that setting can be often daunting and intimidating.

Group D: Connecting to Community

Reaching and recruiting the most underserved students from the surrounding areas is challenging for Green River College. Often, a viable approach mentioned is for the college to engage directly with the community to understand the needs and concerns of the potential students and the broader community. Community members and organizations want to connect with the College, but yet, those relationships have not been developed.

Group E: Making the Connection with Local Business and Industry

Local economic development agencies and companies would like to connect with the College but cannot figure out how to establish clear and sustainable working partnerships amidst multiple departments and programs. Companies in the area need skilled technical workers for manufacturing and other related positions. Students need flexible training options and support to complete their programs.

Group F: Strengthening the Identity of Green River College

People have had trouble identifying a "brand" or identity for the College. It is not clear what Green River College is known for, what makes Green River College different and better than other College opportunities, or how the college is actively working and promoting equity. This is important as it helps in both student and faculty recruitment and in raising funds for important programs.

PROBLEM STATEMENTS

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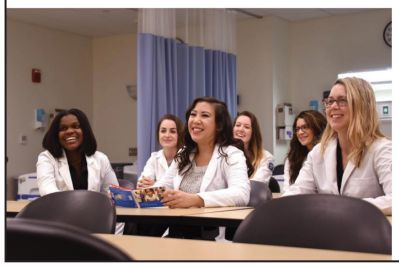

Equity Visioning Forum

- **Format:** focus on community ideas and input
- Introductory presentation on emerging themes and issues from input to date
- Majority of time spent on group break out brainstorming sessions:
  - Review and discuss draft definition of Equity
  - Discuss problem statements and identify specific actions, processes, policies and programs to achieve goals
  - Report-out to full Forum attendance

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Proposed Agenda

I. Welcome and Introductions
II. Setting the Stage (what we are doing and why)
III. Summary of Input to Date – Emerging Themes and Issues
IV. Brainstorm Ideas – Key Questions (break out groups)
V. Presentation of Ideas from Break Out Groups
VI. Next Steps

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Next Steps

- **Next Steering Committee Meeting**
  - **Nov 16th 2:00 – 4:00 p.m.**
- **Environmental scan: preliminary results**
- **Equity Visioning Forum Summary of Input**

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