GREEN RIVER COLLEGE
FRAMEWORK FOR EQUITY-CENTERED STRATEGIC PLAN

EQUITY STATEMENT / DEFINITION

MISSION STATEMENT

VISION AND VALUE STATEMENTS

STRATEGIC PLAN GOALS

GOAL A: SUCCESS FOR ALL STUDENTS
- Eliminate the Opportunity Gap and Remove All Barriers to Student Success

GOAL B: TEACHING AND LEARNING
- Ensure That All Teaching and Learning Processes Embody Equity-Centered Principles

GOAL C: EDUCATIONAL PROGRAMS AND SUPPORT SERVICES
- Provide the Full Range of Educational and Support Programs and Services Needed to Allow Students to Meet their Educational, Career, and Personal Goals

GOAL D: ORGANIZATIONAL STRUCTURE, SYSTEMS, AND PROCESSES
- Align the College’s Organizational Structure, Systems and Processes with Equity-Centered Principles, Reflecting the Diversity of the Communities We Serve

GOAL E: FACILITIES AND TECHNOLOGY
- Optimize Educational Facilities and Technology to Support Teaching and Learning

GOAL F: COMMUNITY CONNECTIONS
- Strengthen the Connections Between the College and the Local, Regional, and Global Community

WORKING GROUP DISCUSSION TOPICS

MISSION STATEMENT

WAYS OF DETERMINING SUCCESS

OBJECTIVES (INCORPORATING IDEAS FROM COMMUNITY INPUT)

GOAL A: SUCCESS FOR ALL STUDENTS
- Removing all barriers based on racial, cultural, economic, and other structural inequities
- Addressing student preparedness
- Providing access to the physical campus or center, and to technology
- Making financial aid available to all those who need it
- Creating a welcoming environment
- Making a smooth transition from K-12 to College and beyond
- Among others...

GOAL B: TEACHING AND LEARNING
- Ensuring that pedagogy, curriculum design, and teaching methods respond to the wide range of student learning styles and cultural backgrounds
- Designing and implementing examination and grading procedures and protocols that integrate equity, diversity, and inclusion in all aspects of the teaching and learning process
- Creating a culture of continuous faculty and staff learning and professional development
- Identifying and applying lessons learned from COVID-19 adaptations
- Among others...

GOAL C: EDUCATIONAL PROGRAMS AND SUPPORT SERVICES
- Aligning our educational offerings with student and community educational needs and priorities
- Strengthening connections with local and regional employers
- Providing the full range of support programs to enable students to continue advancing on their educational, career and personal goals
- Among others...

GOAL D: ORGANIZATIONAL STRUCTURE, SYSTEMS, AND PROCESSES
- Reimagining and improving the GRC organizational structure, systems, policies, and processes to support our drive to be anti-racist and inclusive
- Implementing policies that support our vision of being an anti-racist, equity-centered institution
- Adopting recruitment, hiring and retention policies for diversifying faculty, staff and community members, and organizations
- Designing all facilities and user interfaces according to universal design principles to ensure high quality and accessibility as defined by the ADA
- Among others...

GOAL E: FACILITIES AND TECHNOLOGY
- Ensuring that all physical campus facilities and technological infrastructure provide equal access for all students, faculty, staff, and community members, and organizations
- Designing all facilities and user interfaces according to universal design principles to ensure high quality and accessibility as defined by the ADA
- Among others...

GOAL F: COMMUNITY CONNECTIONS
- Strengthening the identity of Green River College as an institution dedicated to diversity, equity, inclusion and anti-racism
- Connecting with underrepresented communities, including communities of color, low income, and multilingual communities, business and industry, community-serving institutions and CBOS
- Building and expanding partnerships with industry at a local, regional and international level
- Creating stronger ties between our students and the international communities from which they originate
- Among others...

WAYS OF DETERMINING SUCCESS

OBJECTIVES (INCORPORATING IDEAS FROM COMMUNITY INPUT)

The intent of Goal Area A is to address such issues as:
- Removing all barriers based on racial, cultural, economic, and other structural inequities
- Addressing student preparedness
- Providing access to the physical campus or center, and to technology
- Making financial aid available to all those who need it
- Creating a welcoming environment
- Among others...

The intent of Goal Area B is to address such issues as:
- Ensuring that pedagogy, curriculum design, and teaching methods respond to the wide range of student learning styles and cultural backgrounds
- Designing and implementing examination and grading procedures and protocols that integrate equity, diversity, and inclusion in all aspects of the teaching and learning process
- Creating a culture of continuous faculty and staff learning and professional development
- Among others...

The intent of Goal Area C is to address such issues as:
- Aligning our educational offerings with student and community educational needs and priorities
- Strengthening connections with local and regional employers
- Providing the full range of support programs to enable students to continue advancing on their educational, career and personal goals
- Among others...

The intent of Goal Area D is to address such issues as:
- Reimagining and improving the GRC organizational structure, systems, policies, and processes to support our drive to be anti-racist and inclusive
- Implementing policies that support our vision of being an anti-racist, equity-centered institution
- Among others...

The intent of Goal Area E is to address such issues as:
- Ensuring that all physical campus facilities and technological infrastructure provide equal access for all students, faculty, staff, and community members, and organizations
- Designing all facilities and user interfaces according to universal design principles to ensure high quality and accessibility as defined by the ADA
- Among others...

The intent of Goal Area F is to address such issues as:
- Strengthening the identity of Green River College as an institution dedicated to diversity, equity, inclusion and anti-racism
- Among others...