

RIDGEWATER COLLEGE EQUITY PLAN

(2022-2023)

In alignment with Equity 2030 and Equity by Design initiatives, Ridgewater College will implement the following action plan to address equity needs and issues in the College and the communities we serve:

- A permanent full-time position of Basic Needs & Community Resources Coordinator will be established in the college.
- The Director of DEI will be a member of the College Cabinet and an active liaison with the College's Executive Committee.
- The Director of DEI and the Director of Student Success will partner to develop data-informed strategies and processes aimed at increasing retention and completion of incoming and current students, with an emphasis on historically marginalized students.
- Strategic initiatives will be developed to help promote intercultural humility and improve the campus climate from a DEI perspective.
- Affinity Groups will be expanded to support recruitment and retention of employees and students from under-represented populations.
- Leverage the existing Diversity, Equity, and Inclusion Councils to identify and develop effective practices to increase community engagement with the College's DEI efforts.

ACTION ITEM 1:

Form a strategic partnership between the Director of Diversity, Equity and Inclusion and Director of Student Success to identify ways to best support historically marginalized students.

GOAL

The Director of DEI and Director of Student Success will partner together to identify data-informed strategies and processes to help increase persistence and completion of incoming and current students, with an emphasis on historically marginalized and under-represented students.

STRATEGIES

Increased efforts to more effectively support students and ensure that voices of marginalized students are heard will include:

- Examine data from Equity by Design, intake forms, Starfish, and other sources to focus on eliminating opportunity gaps.
- Expand Black, Indigenous, and People of Color student advisory group to inform college leadership on issues affecting historically marginalized students of Ridgewater College.
- Develop partnerships with organizations both internal and external to support students holistically
- Establish permanent hire for the Community Resource Coordinator position to work with students, faculty, staff, and community partners, manage the warrior pantry, and identify and address basic needs of students, including but not limited to food, clothing, housing, transportation, and wellness.

SUCCESS MEASURES/OUTCOMES

- Assessment of the impact and outcomes of student retention programming based on data from Equity by Design, intake forms, Starfish, and other sources.
- Successful start-up of a BIPOC student advisory group on both campuses
- Survey of participants in the BIPOC student advisory group

ACTION ITEM 2:

Conduct a DEI climate survey for students in conjunction with the Minnesota State Office of Equity and Inclusion and develop strategic initiatives to promote intercultural humility and address campus climate issues as needed.

GOAL

Capture and Assess data on campus climate and sense of belonging to promote intercultural humility.

STRATEGIES

Implement an Inclusive and Equitable Campus Climate Survey using the HEDS Diversity and Equity Campus Climate Survey to assess students' attitudes and awareness of campus diversity, equity, and inclusion issues.

Students from Ridgewater college will be invited to participate in survey conducted during Spring 2023, for the College to learn about the lived experience of those learning at Ridgewater College.

- Track BIPOC student enrollment per semester. Conduct post priority audit each semester and communicate to students to develop success (persistence and completion) plan

SUCCESS MEASURES/OUTCOMES

- Successful implementation of and participation in a Campus Climate Survey
- Number of individuals who participate in Climate Survey
- Number of training activities and events, and number of participants
- Surveys of students partaking in DEI Student activities/initiatives
- Increased retention of BIPOC students

ACTION ITEM 3:

Develop strategic partnership with the Director of Human Resources to Foster an Inclusive Community for employees resulting in attracting and retaining diverse talent.

GOAL

Better measure and improve talent acquisition and retainment by increasing DEI lens and intercultural competency.

STRATEGIES

- Partner with HR to improve the Applicant Screening process to ensure an equity & inclusion lens
- Engage employees through increased employee resource (affinity) groups
- Establish a process for feedback and community with college leadership
- Through partnership with Customized Training and Continuing Education develop a series of training and DEI enrichment programs to increase intercultural competency
- Assess the impact of the IDI inventory with supervisors and administrators in Summer 2022 and expand the initiative to additional employees in Summer 2023.
- Increase employee participation in Community Brave Space Reading & Discussion

SUCCESS MEASURES/OUTCOMES

- Develop DEI Question bank for screening committees to reference
- Increase participation for employees in affinity/employee resource groups
- Number of training activities and events, and number of participants
- Surveys of participants in training activities