

Diversity, Equity, and Inclusive Excellence Blueprint

The Office of Diversity, Equity, and Inclusive Excellence (DEI) has defined the following DEI Objectives that set priorities in alignment with Lewis and Clark Community College’s 2021-2024 Strategic Plan. This DEI Blueprint affirms the Lewis and Clark Community College Mission Statement and Core Values.

DEI Objectives

1. Implement shared definitions of diversity, equity, and inclusive excellence
2. Increase DEI-related communication, training, and professional development
3. Strengthen recruitment, hiring, onboarding, and retention practices which address and advance DEI
4. Work towards eliminating student equity gaps
5. Build capacity for all team members to prioritize DEI work

Strategic Plan Key Directions

- KD 1: Expect Enrollment and Retention Improvements
- KD 2: Invest in Program and Curriculum Development
- KD 3: Build a Transparent and Inclusive Campus Culture
- KD 4: Broaden Community and Educational Collaboration

The Director of DEI will work with all team members to plan and execute diversity trainings, events, and activities. Also, the Director will draft and recommend relevant policies relating to DEI at LCCC. Some of the teams established with a DEI focus are the Lewis and Clark Diversity Council and the Multicultural Recruitment, Engagement, and Retention mover team. Additionally, the Office of DEI has collaborated with external educational and community organizations to maintain a continuing dialogue regarding diversity, equity, and inclusive excellence at Lewis and Clark Community College.

In this DEI Blueprint, under each Objective is a Goal that explains the Objective. Three Aspirations are listed to represent each Objective. The Aspirations represent how we will meet each goal. There is a list of Actions to aid in successful completion. To operationalize our DEI Blueprint, we will empower our team members to include these Objectives when planning events, curriculum, programming, policy development, procedures, recruitment, enrollment, hiring practices, and student outreach. Each team member is responsible for the progress, outcomes, and success of the DEI Goals.

<b>Objective 1 - Implement shared definitions of diversity, equity, and inclusive excellence (KD 3)</b>		
<b>Goal</b>	<b>Aspirations</b>	<b>Actions</b>
Create language that reflects DEI at LC. Provide definitions that any team member can use when prioritizing DEI in their work.	<ul style="list-style-type: none"> <li>• Aspiration 1 – Consistent with LC’s Diversity, Equity, and Inclusive Excellence statements, improve transparency through having these statements on the website and in the DEI Blackboard group page.</li> <li>• Aspiration 2 – Annual review and policy update to maintain up-to-date DEI policies and procedures. Include all team</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity Statement</li> <li>• Equity Statement</li> <li>• Inclusive Excellence Statement</li> <li>• Anti-Racism Statement</li> <li>• Land Acknowledge Statement</li> <li>• DEI webpage</li> <li>• DEI &amp; Anti-Racism Policy</li> </ul>

	<p>member feedback in this process.</p> <ul style="list-style-type: none"> <li>• Aspiration 3 – Develop departmental and program DEI statements based on LC DEI statements and framework. Post statements on department and program webpages.</li> </ul>	
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**Objective 2 - Increase DEI-related communication, training, and professional development (KD 3, KD 4)**

<u>Goal</u>	<u>Aspirations</u>	<u>Actions</u>
Build DEI culture at LC. Develop a safe space where team members feel comfortable expressing DEI related questions and concerns.	<ul style="list-style-type: none"> <li>• Aspiration 1 – Increase cultural competence through addressing controversial topics. Amplify the voices of team members through inclusive DEI conversations to eradicate bias, unconscious and conscious, from the LC culture.</li> <li>• Aspiration 2 – Create a DEI dashboard to share data around campus culture and climate</li> <li>• Aspiration 3 – Create an understanding of intersectionality and cultural competence through DEI training, accessible in different modalities.</li> </ul>	<ul style="list-style-type: none"> <li>• DEI Blackboard page</li> <li>• DEI newsletter</li> <li>• Community Conversations</li> <li>• Re-Connect Summit</li> <li>• DEI training</li> </ul>

**Objective 3 - Strengthen recruitment, hiring, onboarding, and retention practices for all team members which address and advance DEI (KD 3)**

<u>Goal</u>	<u>Aspirations</u>	<u>Actions</u>
Have more inclusive and diverse team members at LC. Build a team that understands, appreciates, and reflects diverse backgrounds, experiences, and points-of-view.	<ul style="list-style-type: none"> <li>• Aspiration 1 – Include DEI policies, statements, commitments, and goals in the onboarding process for all team members.</li> <li>• Aspiration 2 – Develop strategies to recruit team members with diverse backgrounds and from areas with more diversity. Make the application process more accessible.</li> <li>• Aspiration 3 – Human Resources DEI training for potential search committee</li> </ul>	<ul style="list-style-type: none"> <li>• DEI and Anti-Racism policy (BOT approved)</li> <li>• Ensure all hiring and onboarding documentation are consistent with DEI objectives and goals.</li> <li>• Recognize and tackle interviewer-process bias through including, but not limited to, the development of DEI questions to be used during the interview process. (ex: How have you prioritized DEI in your career?)</li> <li>• DEI in onboarding process</li> </ul>

	members (topic example: unconscious bias).	
<b>Objective 4 - Work towards eliminating student equity gaps (KD 1, KD 2)</b>		
<b>Goal</b>	<b>Aspirations</b>	<b>Actions</b>
Aid in students meeting their academic, personal, and career goals at LC. Encourage the growth of a more diverse student body.	<ul style="list-style-type: none"> <li>• Aspiration 1 – Foster community relationships through enrollment events, High School Partnerships, and TRIO programs to increase enrollment, retention, and graduation rates of underrepresented students.</li> <li>• Aspiration 2 – Work to make academic success more accessible for students through campus ADA compliance, class modalities, direct academic support, and personal support for students. Including, but not limited to, tutors, counseling, food pantries, etc.</li> <li>• Aspiration 3 – Increase the affinity groups available to students through Student Activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Multicultural Recruitment, Engagement, and Retention Mover Team</li> <li>• Black Student Association (student club)</li> <li>• International Student Association (student club)</li> <li>• Faculty/Staff to Student mentor program</li> <li>• DEI course objective in Humanities courses</li> <li>• Academic events with athletics (ex. study hours)</li> <li>• Working with Adult Education</li> </ul>
<b>Objective 5 - Build capacity for all team members to prioritize DEI work (KD 3, KD 4)</b>		
<b>Goal</b>	<b>Aspirations</b>	<b>Actions</b>
Provide resources and the space for DEI throughout the LC campuses	<ul style="list-style-type: none"> <li>• Aspiration 1 – Promote DEI in campus Leadership through transparency and outcomes-based decision-making.</li> <li>• Aspiration 2 – Create a Multicultural Resource Center and hire supporting staff, as a resource for team members and as a space for affinity groups.</li> <li>• Aspiration 3 - Support the inclusion of anti-racism and anti-oppression curriculum and activities.</li> </ul>	<ul style="list-style-type: none"> <li>• All team member DEI campus survey</li> <li>• Internal feedback opportunities</li> <li>• In-class DEI presentations</li> <li>• DEI webpage</li> <li>• DEI team member presentations</li> <li>• Campus service projects</li> </ul>

## **Diversity Statement**

Given the growing diversity of our nation and the continuing globalization of our economy, Lewis and Clark Community College (LC) has a responsibility as educators to prepare all of our team members for success in this environment. Diversity, in its highest form of expression, welcomes the unique perspectives of all individuals and all racial, ethnic, and cultural groups. A free and respectful exchange of ideas and perspectives can lead to important insights and lend credibility and integrity to decision-making processes. Ultimately, diversity and inclusion promote greater tolerance, respect, empathy, and a deeper understanding among people of different racial, ethnic, and cultural backgrounds.

We believe that individuals who appreciate and understand the intrinsic value of diversity and who know how to communicate effectively in a diverse environment have a distinct advantage over those who do not. It is clearly in the best interests of our team members to learn how to communicate in multicultural settings. As educators, we can facilitate this learning by exposing all team members at LC to cultural differences, to a range of ideas and perspectives, and to experiences that reflect and embrace the diversity of our nation and world. We support and encourage all team members in their efforts to expand and optimize the quality of diversity events and experiences provided.

LC is committed to diversity, both on principle and as a practical concern, for the success our students, many of whom either do or will live and work in diverse communities. Our commitment is supported by our related policies on harassment and discrimination, affirmative action, equal employment, diversity, equity, inclusive excellence, and anti-racism, and on the treatment of protected groups. And, it is firmly grounded in our core values of respect, compassion, service, integrity and responsibility. We recognize that statements can be meaningful, but committed, consistent, and on-going action are the only tools that lead to positive change.

## **Diversity, Equity, and Inclusive Excellence Statement (Syllabus)**

At Lewis and Clark Community College, we are committed to supporting diversity, equity, and inclusive excellence in our classrooms and community. We proactively strive to construct a safe and inclusive environment through respect and an understanding of intersectionality. We treat one another equitably and honor each other's experiences, beliefs, perspectives, abilities, and backgrounds; regardless of race, religion, language, sexual orientation, gender identification, ability status, socio-economic status, national identity, ancestry, age, marital status, veteran status, citizenship status, or any protected group status. Bullying, hateful ideas, violent language, belittling, racial slurs, and other disrespectful "othering" language or behavior will not be tolerated. We behave and communicate respectfully toward one another, both directly and indirectly, both inside and outside the classroom. A diverse, equitable, and inclusive campus is our strength. We want all who are part of our campus community to feel safe, respected, and have a sense of belonging.

If you ever have any concerns about the classroom climate, please reach out to Mya Lawrence, Director of Diversity, Equity, and Inclusive Excellence, NU L134, 618-468-6030, mylawrence@lc.edu

## **Equity Statement**

Lewis & Clark Community College is an equal access, equal opportunity institution fully committed to equity education and employment. We commit to the work of equity, which is to dismantle oppressive systems (structural, cultural, and individual). Through our commitment to equity, we promise to have a learning environment and a diverse workforce that supports all team members irrespective of protected status, such as gender, color, race, ancestry, religion, national origin, age, disability, marital status, veteran status, citizenship status, sexual orientation or protected group status as defined by law. LC provides an inclusive environment that appreciates diversity and equity.

## **Inclusive Excellence Statement**

Inclusive Excellence at Lewis and Clark Community College recognizes that our ability to successfully advance the College's mission and the Diversity, Equity, and Inclusive Excellence (DEI) Blueprint depend on how fully we value, engage, and include DEI with all of our team members. Inclusive excellence supports the advancement of cultural awareness, cultural competency, and cultural sensitivity to build global understanding. Through our commitment to build a culture that appreciates DEI, we pledge to:

- Operationalize DEI in our processes, policies, and procedures.
- In curriculum, use a pedagogy that serves the needs of all students and supports their engagement with subject material and diverse perspectives.
- Inclusive excellence, in our daily operating practices, aims to integrate our efforts in intentional, ongoing DEI education, engagements, events, activities, committees, and trainings.

LC strives to provide a welcoming community that engages diversity, equity, and inclusive excellence at all organizational levels. We respect each team member of our College and community. We ensure opportunities to understand and include diverse perspectives and experiences are provided.

## **Anti-Racism Statement**

Lewis and Clark Community College is committed to recognizing, acknowledging, addressing, and eradicating all forms of racism and ethnic oppression. We commit to engaging stakeholders, both within the college and in the community, to advance collaborative services and scholarship that opposes oppression and bias. We acknowledge that racism is a societal and global concern that requires continuous attention and education. Systemically, racism is embedded in organizational structures, policies, and systems. When auditing our structures, policies, and systems we commit to utilizing an anti-racist lens. We seek to educate and empower all LC team members and our community toward the goal of ending racial and ethnic discrimination through providing spaces for underrepresented voices.

## **Land Acknowledgement**

Lewis and Clark Community College acknowledges that we occupy the physical, traditional, and ancestral lands of the tribes in the Illinois Confederation, also known as the Illini. Through this land acknowledgement, we are reminded of the legacy of colonialism and diaspora. We express our gratitude to the Indigenous Peoples, native to our area, who built and are the original stewards of this land.



## **Diversity, Equity, Inclusive Excellence, and Anti-Racism Policy**

### **Policy**

Lewis and Clark Community College is committed to creating and nurturing a culture that prioritizes diversity, equity, inclusive excellence, and anti-racism. We encourage and embrace the diversity of our team member's race, religion, language, sexual orientation, gender identification, ability status, socio-economic status, national identity, ancestry, age, marital status, veteran status, citizenship status, or any protected group status. We are committed to building an environment where underrepresented populations have equal access to resources and opportunities to learn and grow.

All team members have a responsibility to display conduct that reflects Diversity, Equity, and Inclusive Excellence (DEI) and Anti-Racism while representing Lewis and Clark Community College. All team members are required to attend and complete regularly scheduled diversity awareness training to enhance their knowledge to fulfill this responsibility.

Our DEI Blueprint informs our culture of diversity, equity, inclusive excellence, and anti-racism, in order to build a community and develop lifelong learners that reflect the diverse communities we serve, and infuse DEI and Anti-Racism into all areas of our institution.

This policy and the DEI Blueprint are applicable, but not limited to, college operations and practices, procedures, and policies listed in the HR Personnel Policies and Procedures Manual. Any team member(s), students, or members of the community affiliated with or representing L&C who violate this policy are subject to corrective and/or disciplinary action up to and including termination or expulsion.

Any individual who believes this policy has been violated, should file a complaint. Team and community member complaints should be submitted to the Director of Diversity, Equity, and Inclusive Excellence, Director of Human Resources, and/or the Vice President of Administration. Student complaints should be submitted to the Director of Diversity, Equity, and Inclusive Excellence and/or the Dean of Student Support Services. Complaints of policy violation shall be investigated and processed, by those listed above, using the procedures contained within the College's Anti-Harassment and Anti-Discrimination policy, HR Policy No. 505.

### **Definitions**

**Diversity** – The inclusion of unique viewpoints and experiences of all race, religion, language, sexual orientation, gender identification, ability status, socio-economic status, national identity, ancestry, age, marital status, veteran status, citizenship status, any protected group status, or any other identity markers. Diversity leads to free and respectful exchanges of ideas and perspectives that can lead to important insights and lend credibility and integrity to decision-making processes.

**Equity** – Dismantling oppressive systems (structural, cultural, and individual). Providing a learning environment and a diverse workforce that supports all team members irrespective of race, religion, language, sexual orientation, gender identification, ability status, socio-economic status, national identity, ancestry, age, marital status, veteran status, citizenship status, or any protected group status as defined by law.

Inclusive Excellence – Having a unified, comprehensive, and interconnected integration of diversity, equity, and inclusion in our organizational practices, policies, procedures, departments and programs, hiring practices, classrooms, and curriculum.

Anti-Racism - Recognizing, acknowledging, addressing, and eradicating all forms of racism, ethnic oppression, and bias. Understanding that racism is a societal and global concern.

Intersectionality – social inequalities based on the interconnected nature of social identities, such as gender, race, ethnicity, social class, religion, sexual orientation, ability, and gender identity, as they apply to a given individual or group. Intersectionality can be a source of interdependent systems of discrimination or disadvantage.

### **Contact Information**

Mya Lawrence  
Director - Diversity, Equity, and Inclusive  
Excellence  
mylawrence@lc.edu  
618-468-6030  
Templin Nursing – L134

Gabe Springer  
Director - Human Resources  
gspringer@lc.edu  
618-468-3700  
Erickson – 101

Dr. Sean Hill  
Dean of Students  
shill@lc.edu  
618-468-6000  
Riverbend Arena - 215

Dr. Lori Artis  
Vice President of Administration  
lartis@lc.edu  
618-468-3000  
Erickson - 103