

DATE: February 8, 2022

TO: Dr. Laurie Borowicz

FROM: Pernevlon Ellis

EQUITY PROJECT UPDATE

The Kishwaukee College Equity Plan focuses on initiatives to increase academic success for students of color. The current plan focuses college resources on the following strategies:

- **Intercultural Center/Cultural Competency Training**
- **Math Success Program**
- **Office of Instruction Retention Project**

Equity Plan Updates

- Intercultural Center provided co-curricular diversity programming for the college community around the themes of Native American History Month (November) and planned Programming for Black History Month.
- Cultural competency training workshop was provided to faculty. *How to Give Self-efficacy Boosting Feedback to Students* was delivered by Meagan Pollock from Engineering Inclusion.
- Micro-trainings related to diversity, equity, and inclusion were held in the Math and Science Division meetings, adjunct faculty orientation, and probationary faculty training. Topics included equitable grading, scaling diversity initiatives, and mentoring students of color.
- The Partnership for College Completion Core Team from the college attended the Illinois Equity in Attainment (ILEA) Fall 2021 Summit. The theme of this virtual conference was *Lifting Voices for Racial Equity with Intentional Structures*.
- The mentoring pilot resulted in 100% of the Fall 2021 mentees (9 participants) re-enrolling in the spring 2022 term.
- Ongoing use of embedded tutors and success coaches to support student success scaled in FA2021 to serve 333 students across 7 high-risk courses.
- Instructional leadership and faculty continue working on the expansion of the co-requisite model into college algebra and statistics including submitting a proposal for the Illinois Community College Board (ICCB) Developmental Education Innovation Grant.

A comprehensive summary of the College Equity Work can be found at:

<https://kish.edu/about/college-information/equity.php>

A link to campus programming can be found at:

<https://kish.edu/student-life/diversity-inclusion.php>