



April 18, 2023

Diversity, Equity and Inclusion Committee

Equity 2030 in Action: Campus Stories

Andriel Dees, Vice Chancellor for Equity and Inclusion

Kent Hanson, President

Brandyn Woodard, Vice President of Equity and Inclusion

MINNESOTA STATE



Building BRIDGES

Anoka Technical College

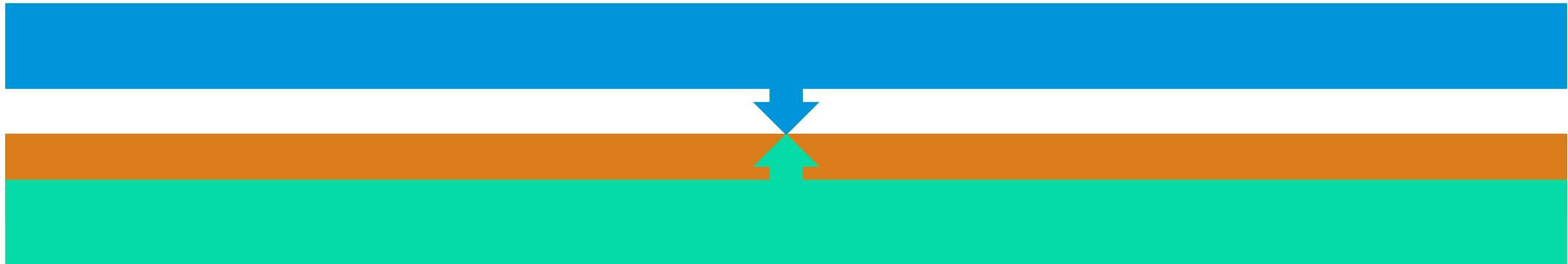
Anoka-Ramsey Community College

Brandyn Woodard

Vice President of Equity and Inclusion

April 18, 2023

Presentation to Minnesota State Board of Trustees





How we got here

VPEI POSITION DESCRIPTION

“The Vice President of Equity and Inclusion position exists to create a comprehensive vision providing strategic leadership for both Anoka Technical College and Anoka-Ramsey Community College in the development and implementation of college-wide goals to create a diverse, equitable, and inclusive learning and work environment where all members of the college community can fulfill their academic and employment goals. This position is a member of the President's Cabinet and is the President's primary advisor on issues regarding equity and inclusion. This position will oversee policies, procedures and programs in support of the colleges' strategic plan, strategic diversity plan, the campus' diversity climate and the system goal of Equity 2030.”

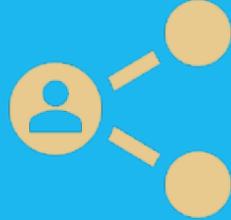
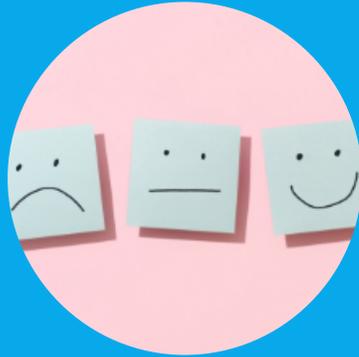
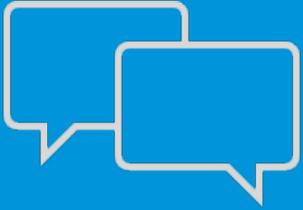
Equity: The proactive reinforcement of policies, practices, attitudes, and actions that produce equitable power, access, opportunities, treatment, impacts and outcomes for all. The creation of opportunities for historically underrepresented populations to have equal access to and participate in education programs that are capable of closing the achievement (equity) gaps in student success and completion.

Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities and decision/policy making in a way that shares power. (Power WITH instead of power OVER.)

CONVERSATION WITH PRESIDENT HANSON



APPROACH





What is BRIDGES?



BELONGINGNESS

The sense of belonging is the degree to which students, employees, and community members feel connected to the institutions via our intentional and unintentional everyday behaviors, policies, and culture. It is the experience of mattering or feeling cared about, accepted, respected, valued, and important to the campus community, and it is critical for retaining all students, employees, and community members—particularly those from BIPOC (Black, Indigenous, and People of Color) and other historically underserved communities.

ATC and ARCC will increase employees', students', and community members' sense of belonging to the institutions and amongst each other.

RESTORATION

Restorative practices are processes freely entered into where honesty, accountability, empathy, and humility are used to build and strengthen relationships, repair harm, and work together to co-create a healthy community. They require seeing a person as fully human and in relationship with others and engaging in dialogue-driven, healing-centered, and community-based practices.

ATC and ARCC will become restorative institutions by acknowledging how our nation's, state's, and colleges' histories require responsibility and action to bring about healing, justice, and equity.





INCLUSION

Inclusion is the process of co-creating a culture that builds trusting relationships through collaboration, flexibility, and fairness, especially with and for people who have been historically excluded from such spaces. It enables and supports every person being valued and all voices being acknowledged and respected.

ATC and ARCC will ensure an inclusive and accessible climate and culture for students, employees, and community members.

DIVERSITY

There are significant demographic shifts happening in our community and being responsive to these changes is essential to promoting and sustaining the success of all students and employees. Diversity is what makes each of us unique and includes our backgrounds, personality, life experiences, beliefs, and all the things that make us who we are.

ATC and ARCC will increase the representation and inclusion of BIPOC and other historically underserved communities in our student and employee populations, and in programming.





GROWTH

Our mission and work embody our growth-through-effort mindset. Our success is based on our dedication to student, employee, and community growth through lifelong learning, content and skill mastery, and a willingness to embrace feedback, challenges, and changes with perseverance, practice, and support. Growth praises the learning process and not just the outcome.

Informed by data, ATC and ARCC will provide opportunities for students, employees, and community members to learn, grow, and improve professionally, academically, and personally.



EQUITY

Equity is recognizing and respecting the unique contributions of each student and employee (especially those who have been historically and systemically underserved) and providing the necessary and customized resources, opportunities, and support needed to achieve their professional, academic, and personal goals.

ATC and ARCC will establish and implement plans to regularly assess and bolster our students', employees', and community members' access to resources, opportunities, experiences, and outcomes.



SUSTAINABILITY



In order to sustain the inclusive communities we are co-creating, we must design, implement, and support structures and initiatives that enable our current and future students', employees', and community members' empowerment, growth, development, and equitable access to and responsible usage of resources. By honoring the contributions made in the past that laid the groundwork for this moment, we will continue to build an inclusive and equitable educational and work experience and environment, and community.

ATC and ARCC will review and continue implementing equitable practices, policies, and procedures that will ensure continuity into the future.



What we have been doing?

Building BRIDGES Team

Fall 2022

SDIP 2016 – 2020 initiatives to move forward

- Completion funding
- Retention resources and connections

Equity Lens in BRIDGES

BRIDGES Gallery Walks

Spring 2023

Developing training for all employees

Developing a BRIDGES Plan for every department

BRIDGES Gallery Walks feedback – OEI and BBT prioritization

OTHER WORK AND INITIATIVES

BRIDGES Cookbook (<https://bridgesforstudents.com/bridges-cookbook/>)

Search Advocates

ARCC campus name

Multicampus Faculty of Color Mentoring Program Collaboration Grant

Trainings: Shared Equity Leadership and Racial Equity Lens

Equity By Design

Culture Renovation (Oakes, 2021)

CULTURE RENOVATION

1. Develop and Deploy a Comprehensive Listening Strategy.
2. Figure Out What to Keep.
3. Set Your Cultural Path.
4. Define the Desired Behaviors.
5. Identify Influencers, Energizers, and Blockers.
6. Determine How Progress Will Be Measured, Monitored, and Reported.
7. Clearly Communicate That Change Is Coming.
8. Identify* Skeptics and Nonbelievers Early.
9. Paint a Vision for the Future.
10. Consciously Collaborate.
11. Establish a Co-creation Mindset.
12. Provide Training on the Desired Behaviors.
13. Make Onboarding About Relationships Versus Red Tape.
14. Promote Those Who Best Represent the New.
15. Change Performance Management Practices.
16. Leverage Employee Affinity Groups.
17. Increase the Focus on Talent Mobility.
18. Don't Underestimate the Value of External Sentiment.



What's next?

FALL 2023

BRIDGES Training (ongoing)

BRIDGES Plans (ongoing)

Search Advocate usage and training (ongoing)

Equity by Design training (ongoing)

Restorative Justice Training

Gallery Walk Feedback (ongoing)

- Faculty mentoring program
- New employee on-boarding and orientation
- ARCC-CR campus name
- BRIDGES Advisory Board (Students)
- Data analysis and interpretation (PACE) and interventions
- Prepping for the Next Step: Opportunities to Advance

SPRING 2024

BRIDGES Training (ongoing)

BRIDGES Plans (ongoing)

Search Advocate usage and training (ongoing)

Equity by Design training (ongoing)

Gallery Walk Feedback (ongoing)

- BRIDGES as part of all employee reviews, evaluations, and appraisals
- Prepping for the Next Step: Removing the Barriers
- Stay and departure interviews
- BRIDGES statements on all position descriptions

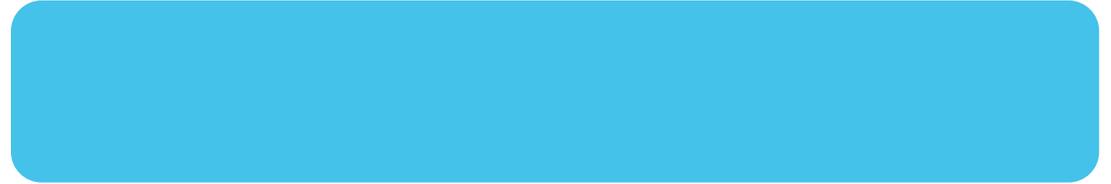
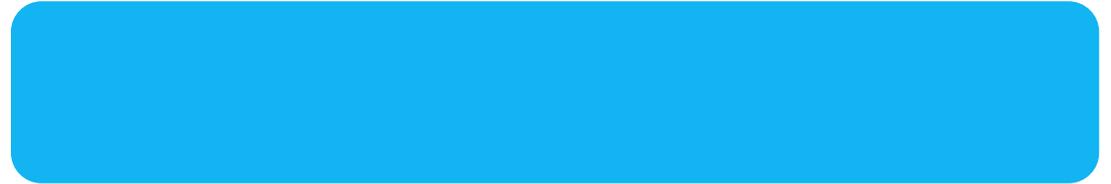


Why this approach?

“Remember, your return on leadership depends on your investment in relationships.”

Dr. Talaya Tolefree

Founder and CEO of Koinonia Leadership Academy, LLC





Connection to Equity 2030



Enhanced Access to a higher education by strengthening partnerships and collaboration with K-12, business and industry, community-based organizations, and philanthropic partners to expand and grow current programming and identify new ways to support students



Academic Success by establishing guided learning pathways that focus on academic preparation, progression, and accomplishment within an area of study and career



Student Engagement within the institution, both academic and non-academic, including supporting basic needs

Land Acknowledgement, History, Responsibility, and Action Plan

GLP Math with a BRIDGES Lens
Equity by Design
Proposals to evaluate every class every semester by faculty leadership

Food Pantry (both colleges) with a BRIDGES Lens
Student BRIDGES Advisory Board
OEI Focus Groups



Evidence-based decision making by building a technology infrastructure and expanding capacity for deeper data analytics

Course evaluations
Qualitative feedback



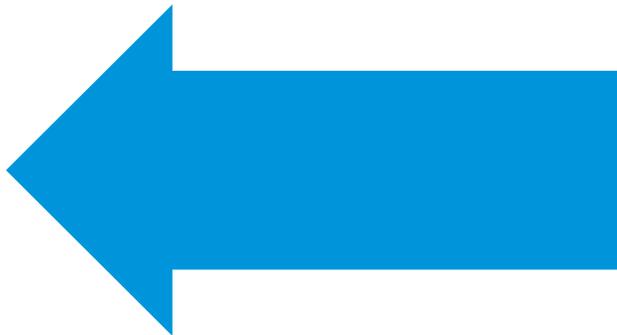
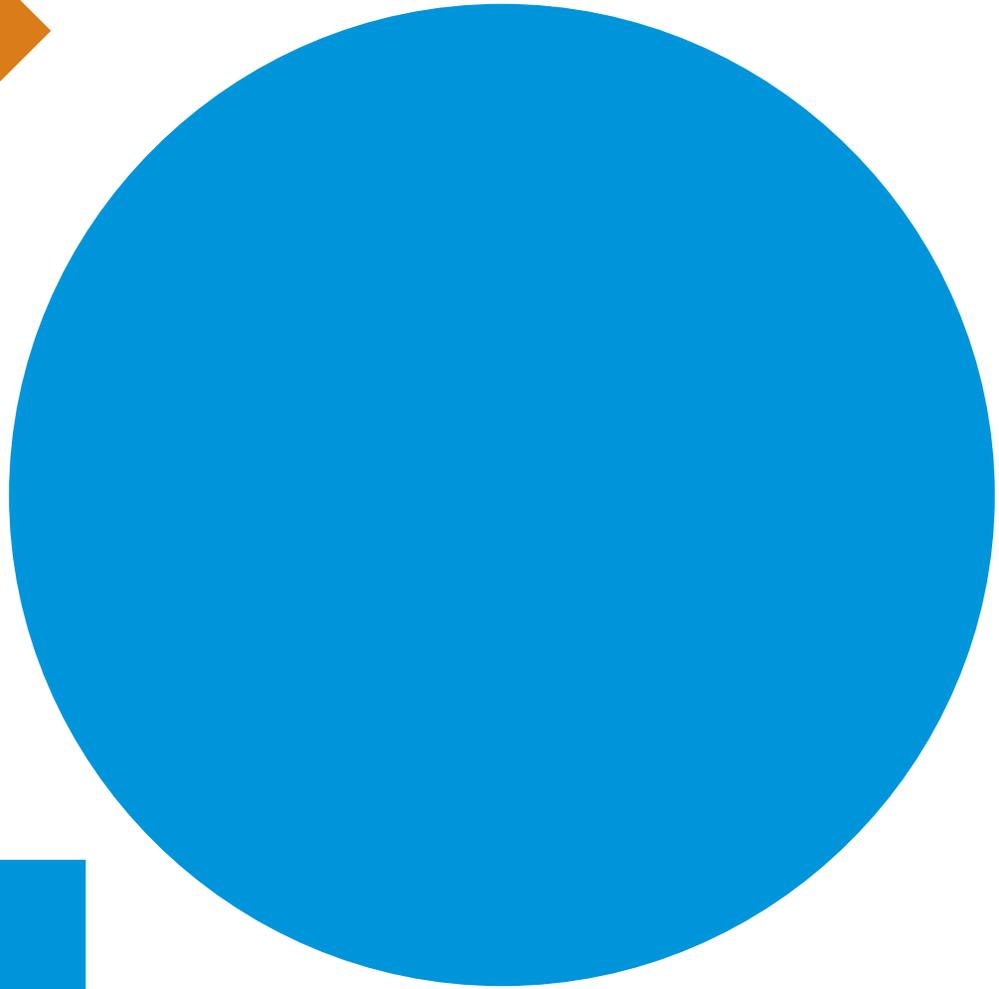
Financial Resources for students and growing the financial resource base for campuses

Completion grants data and alternatives
(Dr. R. Perez)



Workforce and Talent Diversity by incorporating the local and national context with the changing student and employee demographics and needs - focusing on cultural competence development, inclusive hiring practices, and improved campus climate

BRIDGES Training
Development opportunities



Questions & Comments

