

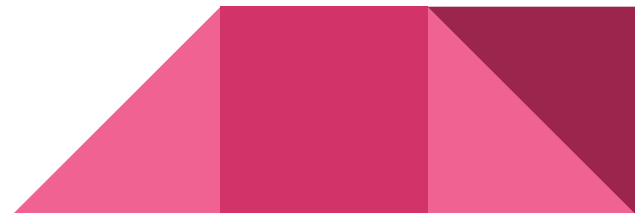
# Championing a Diversity and Inclusion Strategic Plan - ¡Sí se Puede!

Pima Community College  
Tucson, Arizona


Dolores Durán-Cerda, Provost and Executive Vice Chancellor  
Hilda Ladner, Diversity, Equity and Inclusion Officer  
Lorraine Morales, Community and East Campuses President (retired)

# Presentation Overview

- Pima Community College Background
- The Beginning
- Implementation
- Small Group Discussion
- Resources
- Today
- Lessons Learned
- Wrap Up



# Background

- Pima Community College was founded by the citizens of Pima County in 1966
  - Second largest community college district in Arizona
  - First classes held in 1969
  - Six full campuses, a district office, maintenance and operations, plus five auxiliary learning center sites
  - Hispanic-Serving Institution (HSI)
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# Background

- Enrollment and Demographics
  - Fall 2018 enrollment: 20,116
  - Approximately 180 transfer and occupational programs
  - 53% female; 42% male; 5% unknown
  - 28: average age of students
  - 69% part-time students; 31% full-time students
  - 39% White, Non-Hispanic; 45% Hispanic/Latino



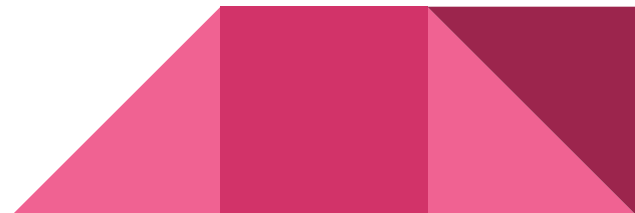
# College Mission

- Pima Community College is an open-admissions institution providing affordable, comprehensive educational opportunities that support student success and meet the diverse needs of its students and community.



# Core Theme and Objectives

- Diversity, Inclusion and Global Education:
  - Expand and support the diversity of the College's student population
  - Close the achievement gap
  - Expand and support the diversity of the College's workforce
  - Develop and increase the student population through global education



# Diversity Statement

- All of us at Pima, faculty, staff and administrators, the Chancellor, the Board of Governors, value the diversity of our students, of our community and, in addition, to equal opportunity and educational access for all. We respect all beliefs, values, abilities, faiths, personal experiences and preferences, cultural and socioeconomic backgrounds, and worldviews. We believe our differences are our strength and a source of innovation and excellence.



# The Beginning

→ Timeline

→ Process

→ Challenges



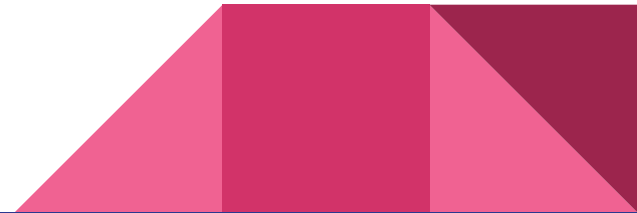


# Implementation


- Outcomes Diversity, Equity and Inclusion Plan
- Continuous Improvement
- Feedback



# Small group discussion/Take-aways



# Resources for beginning/continuing the process


- Climate Surveys
    - NADOHE - Viewfinder
    - Consultants that focus on Equity and Inclusion
    - Develop internal survey or group to run focus groups
  - Environmental Scan
    - Resources from AAC&U, CUE, AACC, CCEAL
  - Partners/Collaborators at your institution
    - Diversity Committee - internal survey
  - HACU
  - Diversity officers at other institutions
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# Today

- HR
- Strategic Plan development (Quality Initiative Plans) Process documentation heavy, Integrated planning committee
- Budget for office - infrastructure
- Student populations served - new initiatives (IRSRC, DACA)
- Status of goals
- All College Day presenter - prepping keynote



# Lessons Learned

- Take a pulse of community - truly understanding what the leadership really thinks and feels about the issues (where is the support, who might derail) conflicting messages
  - Share closely (internal audience and stakeholders) and then move out to more public venues
  - Include the “right” people (faculty, community, students) both allies that will support the work and skeptics that will help you answer the tough questions
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# Lessons learned (continued)

- Forums with trained facilitators
- Training leadership on issues and how to talk about the plan/issues
- Persist that designation/plan be visible and that people be held accountable
- Budget and response to those that argue that they can't do one more thing



# ¡Gracias!

Dolores Durán-Cerda, [dcerda@pima.edu](mailto:dcerda@pima.edu)

Hilda Ladner, [hladner@pima.edu](mailto:hladner@pima.edu)

Lorraine Morales, [lorraine0.morales@gmail.com](mailto:lorraine0.morales@gmail.com) @LLorraine0