



**SBCTC**  
**DIVERSITY, EQUITY, AND INCLUSION (DEI)/5194**  
**STRATEGIC PLAN FOR EDMONDS COLLEGE**  
**2024-2026**

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## 1 | DEI STRATEGIC PLAN: OVERVIEW

### A. Overview

SB 5194 requires community and technical colleges (CTCs) to create diversity, equity, and inclusion (DEI) strategic plans that meet the requirements identified in the law.

## 2 | DEI STRATEGIC PLAN:

A. Equity, Mission, Vision, and Values Statements: Include your college's mission, vision, and values statements that align with the equity initiatives at your college.

[About Edmonds College](#)

**Our Mission:** Teaching | Learning | Community

**Our Core Themes:** Guided by innovation, equity, inclusion, and a global perspective we are committed to

- Academic Excellence
- Student Success
- Community Engagement

**Our Vision:** Transforming lives through exemplary, nationally recognized educational and career pathways

**Our Values:** The Board, employees, and students of our college value:

Collaboration and Communication

- We promote respectful collaboration, communication, and interaction among students and employees.
- We develop and maintain a safe, healthy, and professional environment that fosters creativity, innovation, learning, and personal growth.

Responsibility and Accountability

- We manage our resources with efficiency and integrity to ensure the long-term health of the college.
- We infuse sustainable and transparent practices throughout all aspects of the college's operations and programs.

Innovation and Creativity

- We continuously seek opportunities to improve the quality of our lives, the college, our community, and the world.
- We explore, create, and evaluate in order to improve.

Diversity, Respect, and Inclusion

- We celebrate the individuality and diversity of our students and colleagues, as well as the diversity of our college, community, nation, and world.
- We require equity and mutual respect.

B. Planning Process: Describe the inclusive process for developing the DEI strategic plans to include students, faculty, and staff.

Edmonds College has woven equity throughout our Comprehensive Plan, which supports our commitment to equity being integral to student success and the overall institutional mission and vision. At the college, we are committed to student success for all, which requires disaggregating data and working to close gaps for historically marginalized groups and other identified groups as it relates to Access, Success, Community Engagement and Operational Excellence. The college reviews their Comprehensive Plan every year, asking employees to provide thoughts and feedback about the next year's Comprehensive Plan. Below are goals and strategies as identified in the Comprehensive Plan and DEI requirements.

<b>5194/RCW 28B.50.920 - Goals</b>	<b>Edmonds College (EC) - Strategies</b>
<p><b>EC Comprehensive Plan</b> The college develops an annual Comprehensive Plan with a focus on Access, Success, Community Engagement, Capacity and Operational Excellence, Advancing Career Mobility Through Relevant and Innovative Support and Services, and Embracing Disruptive Technology to be Future Ready</p>	<p>EC Comprehensive Plan has embedded DEI goals, strategies and metrics throughout the Plan.</p> <p>Comprehensive Plan Available upon request.</p>
<p><b>Diverse Faculty Hiring</b> Develop strategies to recruit and hire diverse faculty</p>	<p>Continue to identify and implement marketing strategies that increase a diverse hiring pool.</p> <p>Implement DEI hiring training for all recruitments.</p> <p>Institute DEI search advocacy representatives in screening committees.</p> <p>Follow 17 steps as outlined by the DEHPD applying a search advocacy model.</p>
<p><b>Peer Mentoring Program</b> Colleges must include opportunities for students from minoritized communities to form student organizations to mentor and assist each other in navigating the educational system.</p>	<p>Continue to assess and develop mentoring opportunities for minoritized communities (e.g., Latinx Leadership Institute, Men of Color Scholars, RISE, MESA, Affinity Groups, etc).</p>
<p><b>Culturally Appropriate Student Outreach</b> Colleges must establish culturally appropriate student outreach programs to communities of color, students with disabilities and low income.</p>	<p>Hire Triton Outreach Ambassadors to reach out to diverse communities and assist with getting students connected to the college and enrolled.</p>

	Hire Enrollment Services Student Peer Mentors to engage with students through phone calls, texts, and emails to provide reminders, offer personalized assistance, and connect them with campus resources such as TRIO, Financial Aid, Men of Color initiatives, and the BIPOC Meet-Up Group.
<p><b><u>DEI Definitions</u></b> Colleges must include DEI definitions in their strategic plans, reports, and public website.</p>	Definitions remain posted on the college's website, included in the 5194 Strategic Plan and incorporated in the DEI Anti-racism Professional Development course
<p><b>Climate Survey Listening &amp; Feedback Sessions</b> College shall conduct a campus climate assessment survey every 5 years (at a minimum) to understand the current state of DEI on campus for faculty, staff and students.</p>	<p>Engage faculty in listening and feedback sessions regarding findings in the Climate Survey and identify recommendations for the 2025-26 academic year.</p> <p>Offer DEI listening and feedback sessions for the entire campus community.</p> <p>Post findings on the college's website.</p>
<p><b>Professional Development DEI &amp; Anti-Racism Employee Training</b> Provide DEI/Anti-racism training to faculty, staff and students.</p>	<p>Continue to provide mandatory DEI/Anti-racism training for all new faculty and staff and all continuing faculty and staff. 35% of tenured faculty and administration must complete every 2 years.</p> <p>Provide mandatory DEI/Anti-racism training for all degree-seeking students (full-time and part-time) beginning the 2024-25 academic year.</p>

### 3 | CONCLUSION/NEXT STEPS:

The college remains committed to student success, equity, and ensuring all students have the opportunity to reach their goals and experience a sense of belonging. The college will continue to meet the requirements identified in the law, enhance the college's overall multicultural competencies/proficiencies, strive to reduce barriers, and take DEI actions that lead us to becoming an anti-racist, multicultural institution and advancing success for all.