



***Strategic Planning
Community Engagement Event
Update:***
Student Success

October 30, 2018

Student Success

We will provide guidance and support to improve each student's capacity for college completion, job readiness, and career success

Community Suggestion

- Provide system-wide/centralized navigation and support database
- Re-engineer Advising Process

EvCC Action

- Student Data and Advising Portal
- Hobsons Starfish Enterprise Success Platform
- New Orientation process
- Pathway Advising Teams
- 5 Dimensions of Equity Applied
- Mandatory College 101

Student Success

We will provide guidance and support to improve each student's capacity for college completion, job readiness, and career success

Community Suggestion

- Students clearly understand choices/opportunities, including potential career path



EvCC Action

- Guided Pathways
- Program and Transfer Advising
- Increased partnerships with universities



Student Success

We will provide guidance and support to improve each student's capacity for college completion, job readiness, and career success

Community Suggestion

- Improve access to everyone, acknowledging and embracing their differences/ cultures and providing them with resources they need



EvCC Action

- MESA program for underrepresented students pursuing STEM-based degrees
- NASA Summer Bridge Program
- S-STEM scholarship program
- C-CAMPIS (Child Care Access Means Parents in Schools)
- Two TRiO programs
- Student LIFE

Student Success

We will provide guidance and support to improve each student's capacity for college completion, job readiness, and career success

Community Suggestion

- Expand employment assistance and internship services to include internship coordinator

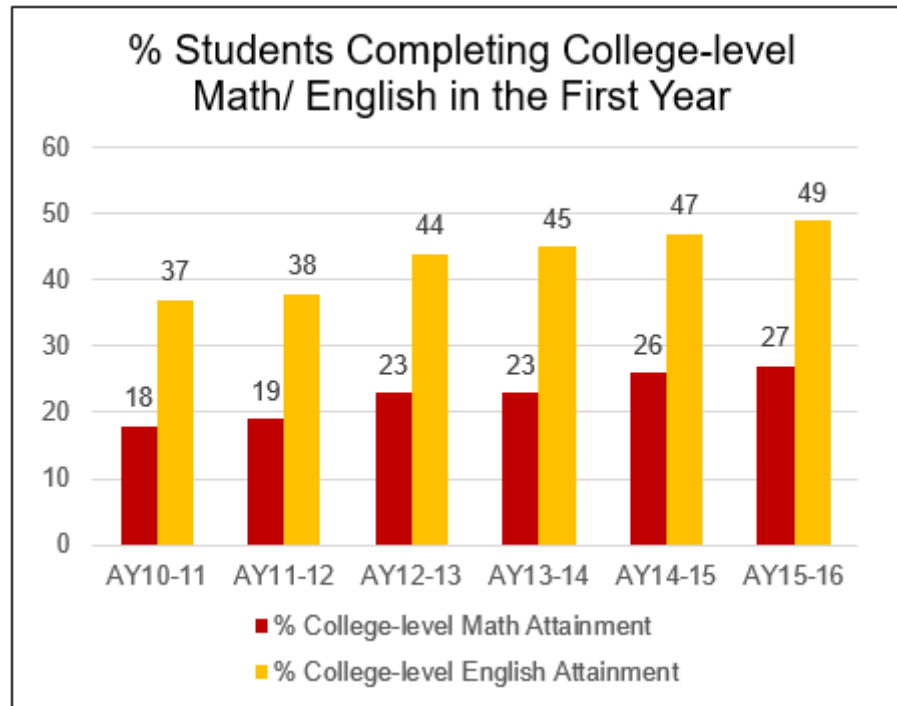
EvCC Action

- Employment Solutions at AMTEC
- Job Center
- Employment and Internship Solutions Manager



Student Success

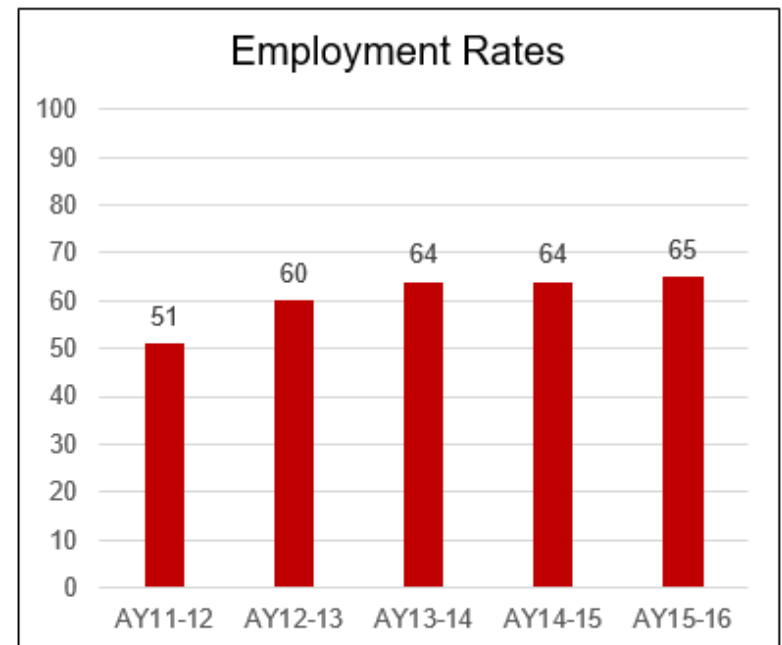
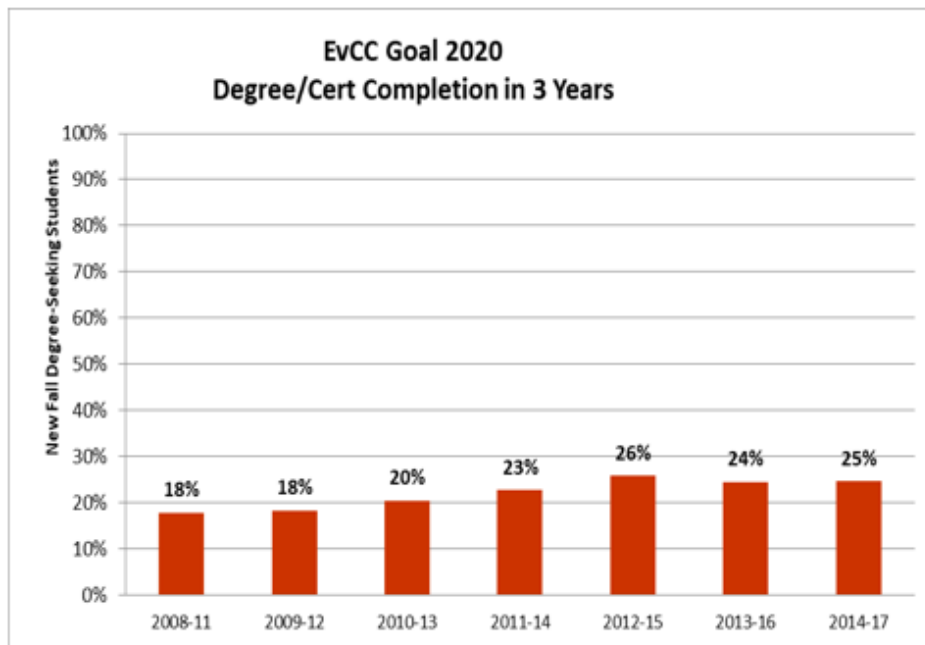
We measure our success by each student's achievement of educational, personal, and professional goals



% Students completing Math and English in the first year have increased

Student Success

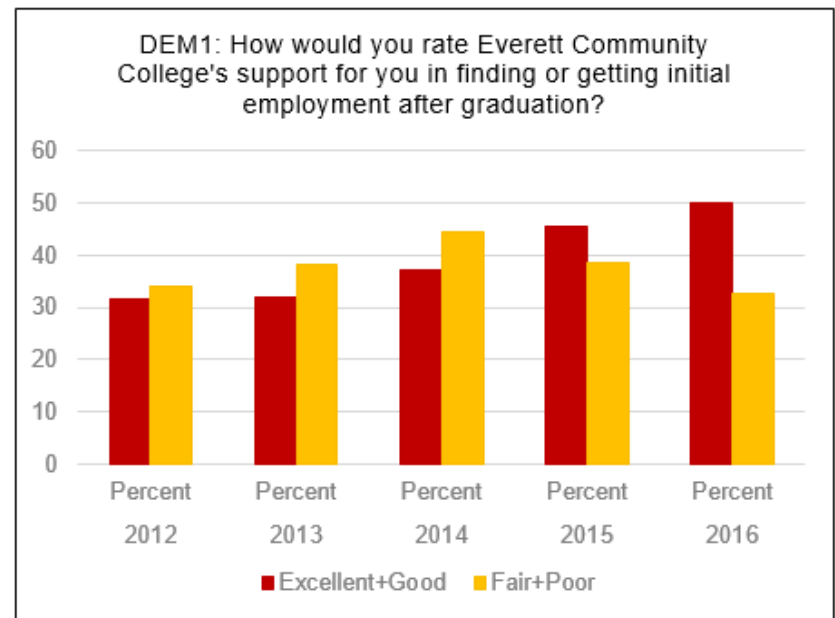
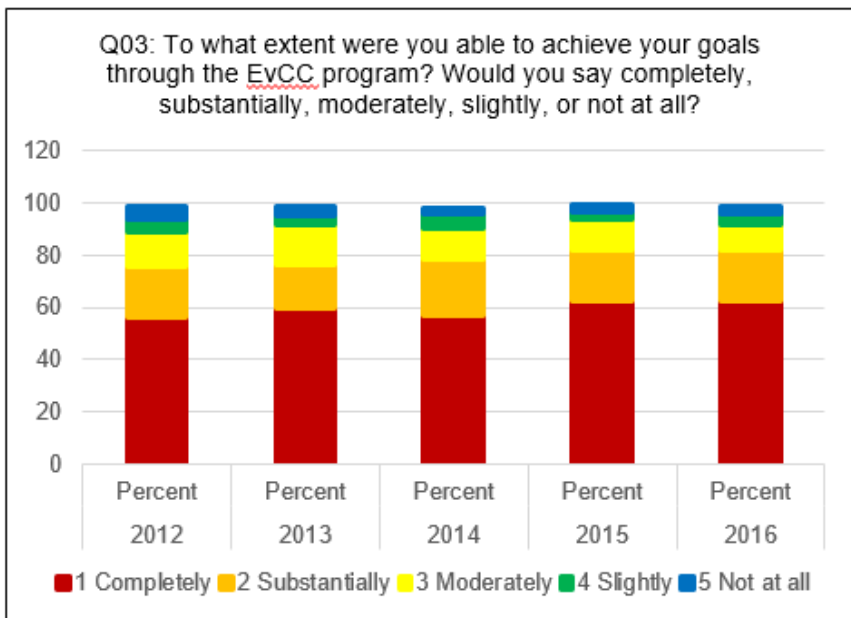
We measure our success by each student's achievement of educational, personal, and professional goals



Measuring past, present, and future goals

Student Success

We measure our success by each student's achievement of educational, personal, and professional goals



Students surveyed feel they are completing their goals, and feel more supported by the college over the last 3 years. (Leaver's Survey)

Student Success

We provide open access to affordable education to all members of our community

Community Suggestion

- Provide ample financing
- Provide a safety net of financial support
- Teach them there is funding out there for college

\$103,000 x 2

Title III with
matched community
contribution

\$204,000

Total scholarship
funding from the
EvCC Foundation
in 2016-17

EvCC Action

- Title III Strengthening Institutions grant for scholarship endowment
- Foundation resources for emergency assistance
- College in the High School tuition waivers for qualified, low-income students
- Student Financial Services Office
- Micro scholarships

Student Success

We provide open access to affordable education to all members of our community

Community Suggestion

- Work to drive cost of education down
- Embrace Open Source Curriculum

EvCC Action

- **OER (to what degree?)**

"Open Educational Resources (OERs) are any type of educational materials that are in the public domain or introduced with an open license. The nature of these open materials means that anyone can legally and freely copy, use, adapt and re-share them." (UNESCO).

Student Success

We provide open access to affordable education to all members of our community

Community Suggestion

- Ensure future success for all students, while recognizing and valuing different cultures and backgrounds



EvCC Action

- Basic Skills/ ESL transformed into Transitional Studies
- TS students choosing Pathways
- PROPELS peer mentoring
- BRIDGES Center

Student Success

We provide open access to affordable education to all members of our community

Community Suggestion

- Provide flexibility of schedule to access education when it fits student's schedule



EvCC Action

- Aviation Maintenance Technician School second shift classes
- Expanded online/hybrid offerings
- Expanded East County and North County offerings
- Implemented compressed and late start courses



***Strategic Planning
Community Engagement Event
Update:***

Innovation and Leadership

Tammy Frankland, Ph.D

Executive Vice President of Instruction and Student Services

Peg Balachowski, M.S.

Associate Dean of Teaching and Learning

October 30, 2018

Innovation and Leadership

We infuse innovative learning and state-of-the-art pedagogy – such as an emphasis on critical thinking and collaborative learning – into all course offerings

Community Suggestion

- Professional development available for faculty and staff



EvCC Action

- Collaborative learning opportunities available for all faculty through Center for Transformative Teaching
- Screening Committee implicit bias training
- Green Dot training



Innovation and Leadership

We infuse innovative learning and state-of-the-art pedagogy – such as an emphasis on critical thinking and collaborative learning – into all course offerings

Community Suggestion

- More culturally relevant educational experiences reflecting diverse perspectives

EvCC Action

- Faculty communities of practice developing inclusive pedagogy



Innovation and Leadership

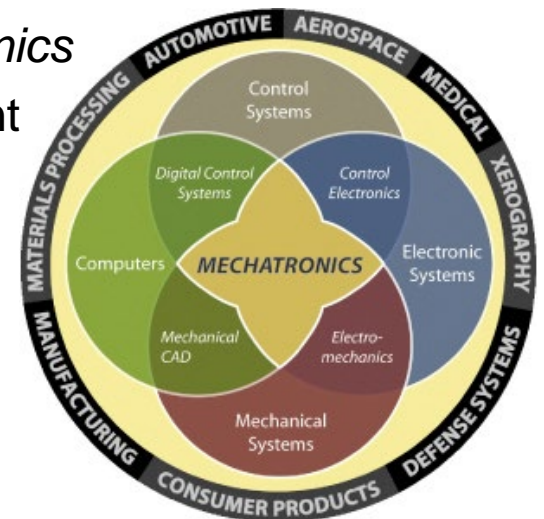
Our infrastructure supports innovative instruction, prepares students for technologies of the future, and links education and training to high demand career paths

Community Suggestion

- Evaluate curriculum to meet needs of workforce.
- Promote industry diversity- offer new industry programs.
- Be responsive to employers' needs.

EvCC Action

- AMTEC
 - *Expansion*
 - *Mechatronics*
- Industrial Paint Booth
- STEM Fields



Innovation and Leadership

Our infrastructure supports innovative instruction, prepares students for technologies of the future, and links education and training to high demand career paths

Community Suggestion

- Embrace current technology in the classroom



EvCC Action

- iPads for students in Cosmetology
- Nursing program sim lab expansion
- Use of interactive mobile technology in classrooms

Innovation and Leadership

We anticipate and respond boldly to opportunities and challenges, and innovate to stay ahead in a competitive environment

Community Suggestion

- Collaborate with industry partners
- Be responsive to employers' needs
- Connect business and students



EvCC Action

- Revitalized industry advisory boards for professional technical programs
- Advanced Avionics program
- Revamped Aviation program

Innovation and Leadership

We anticipate and respond boldly to opportunities and challenges, and innovate to stay ahead in a competitive environment

Community Suggestion

- Cross the language barrier
- Set expectation and accountability for equity and inclusion

EvCC Action

- EvCC attempts to reduce language barriers for students and staff
- Spanish Cosmetology and GED programs
- College print materials in Spanish
- 5 Dimensions of Equity model collaboratively developed and applied throughout the campus and community

5 Dimensions of Equity

Innovation and Leadership

We practice evidence-based decision-making throughout the college

Community Suggestion

- Teach and assess contextualized problem solving skills

EvCC Action

- Life Sciences
- Math
- IBEST



Innovation and Leadership

We practice evidence-based decision-making throughout the college



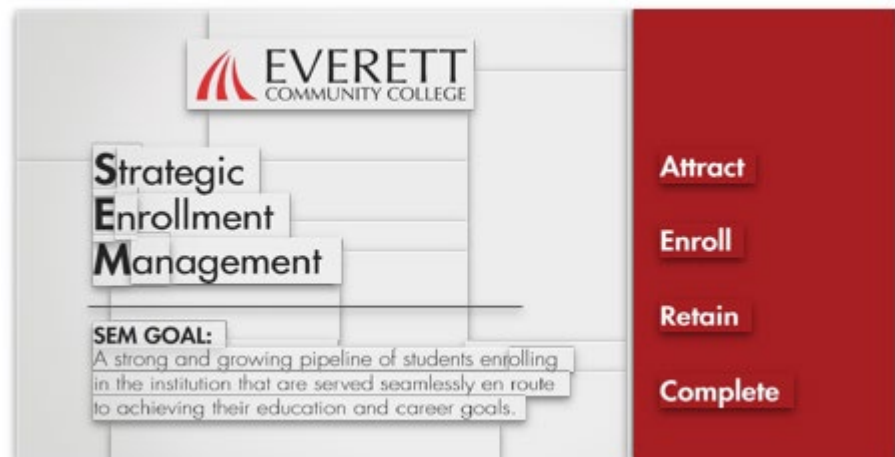
Community Suggestion

- Target services to documented student goals, dreams, and vision for the future



EvCC Action

- Achieving the Dream
- Guided Pathways
- Strategic Enrollment Management





**Strategic Planning
Community Engagement Event
Update:**

**Community Connections and
Partnerships**

October 30, 2018

Community Suggestions

- Engage with community to support diversity, leading to positive, sustainable change
- Teach parent/family how to get involved or how to support students

EvCC Actions

- Educating the Whole Child Conference
- Parent Leadership Training Institute



The Parent Leadership
Training Institute

Educating the Whole Child

August 21, 2018 | 8 a.m. - 4:30 p.m. | Everett CC.

This conference provides K-20 educators with educational tools and knowledge to support the unique needs of **students from indigenous communities.**

EVERETT COMMUNITY COLLEGE | EverettCC.edu/EtWC

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Community Connections and Partnerships

We listen and respond to community needs

Community Suggestions

- Engage with community to support diversity, leading to positive, sustainable change
- Engage community groups – listen to needs, not tell them what college will do

EvCC Actions

- Community events
- Casino Road Project



Latino Leadership Institute at EvCC, 2015

Community Suggestion

- Offer information in many languages



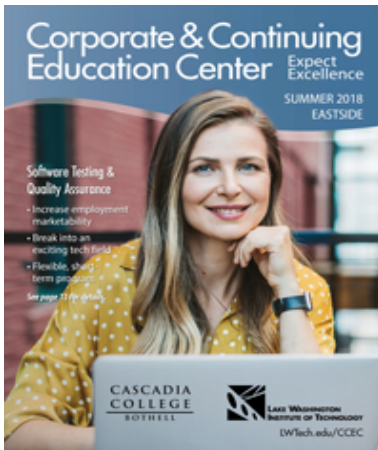
EvCC Actions

- Print materials offered in multiple languages
- Increased multi-lingual staff
- Interpretation provided



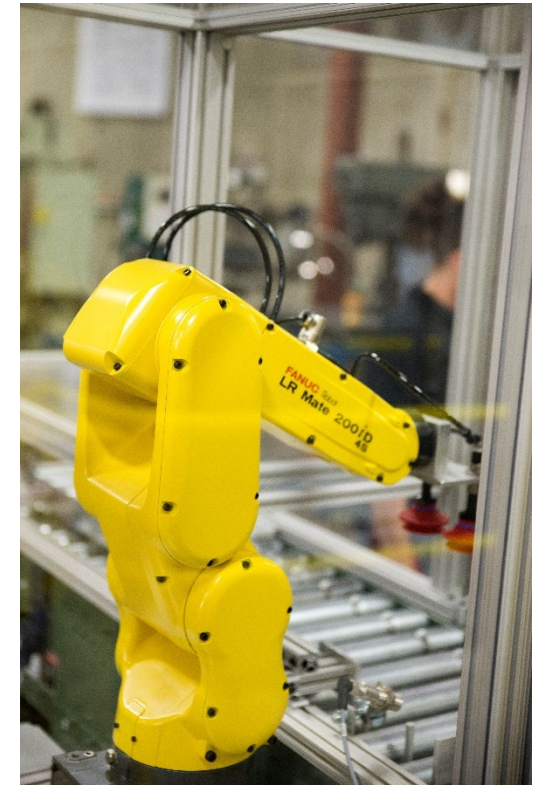
Community Suggestions

- Get students in touch with internships
- Be responsive to employers' needs
- Connect business with students



EvCC Actions

- Improved and expanded internship program
- New programs in Mechatronics, Avionics, Industrial Painting
- Business curriculum revised to offer industry certifications
- CCEC-Eastside



Community Connections and Partnerships

We build trust and accountability with our local, regional, and global communities through frequent and effective communication

Community Suggestions

- Use internet tools
- College takes initiatives on behalf of community partnership; increases relationships, including communities without access to higher education.



EvCC Actions

Share information via:

- EvCC's website
- Social media
- Press releases
- Print materials
- Video
- Community meetings
- Digital signage
- Advertisements
- Marketing



Community Connections and Partnerships

We build trust and accountability with our local, regional, and global communities through frequent and effective communication

Community Suggestions

- Increase communication between school and parents
- Have a family night
- Increase community partnerships, including communities without access to higher education



EvCC Actions

- Trojan Night open house family events
- African/African-American Family Night
- “Nochecitas” and “Noche Entre Familia” family events in Spanish

Community Connections and Partnerships

We build trust and accountability with our local, regional, and global communities through frequent and effective communication

Community Suggestions

- Collaborate with industry partners
- Be responsive to employers' needs
- Connect business and students



EvCC Actions

- Job fairs, online job posting board on the College website, and internship opportunities
- Employment Solutions
- Revitalized Advisory Boards



Community Connections and Partnerships

We build trust and accountability with our local, regional, and global communities through frequent and effective communication

Community Suggestions

- Collaborate with industry partners
- Be responsive to employers' needs
- Connect business and students



EvCC Actions

- Delta Airline Partnership
- Partnership with Boeing AerosPACE program
- Aviation Maintenance Technology expansion with new Advanced Avionics program
- Strategic partners serve on Advisory Boards and donate training equipment and supplies

Community Connections and Partnerships

We actively develop strategic networks and partnerships to advance institutional innovation, strengthen student learning, and drive workforce and economic vitality for our region

Community Suggestions

- Collaborate with industry partners
- Be responsive to employers' needs
- Connect business and students

EvCC Actions

- Development and expansion of AMTEC
- Top performing Center of Excellence



Community Connections and Partnerships

We actively develop strategic networks and partnerships to advance institutional innovation, strengthen student learning, and drive workforce and economic vitality for our region

Community Suggestions

- Create partnership around entrepreneurial or innovative ventures
- Connect classroom with community, experiential learning



EvCC Actions

- The Lab@Everett incubator space
- Ongoing State of Possession Sound research with ORCA (Ocean Research College Academy)
- Partnership with Crown Bees in Woodinville to care for 35 bee huts across campus

Community Connections and Partnerships

We collaborate with K-20 Partners to create seamless educational pathways for our students

Community Suggestions

- Increase transfer success
- Collaborate with K-12 to recruit students
- Increase outreach to surrounding communities
- Offer more communication in other languages



EvCC Actions

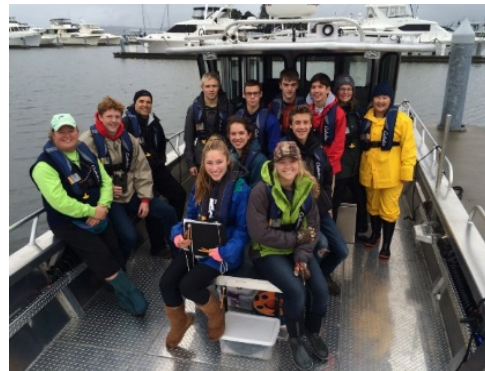
- Leader in transfer outcomes
- Strategic outreach plan
 - *Trojan Night*
 - *FAFSA completion*
 - *Career coach in high school*
 - *Spanish information and outreach*

Community Connections and Partnerships

We collaborate with K-20 Partners to create seamless educational pathways for our students

Community Suggestions

- Create robust bridges from K-12 through graduate school
- Partner with high schools

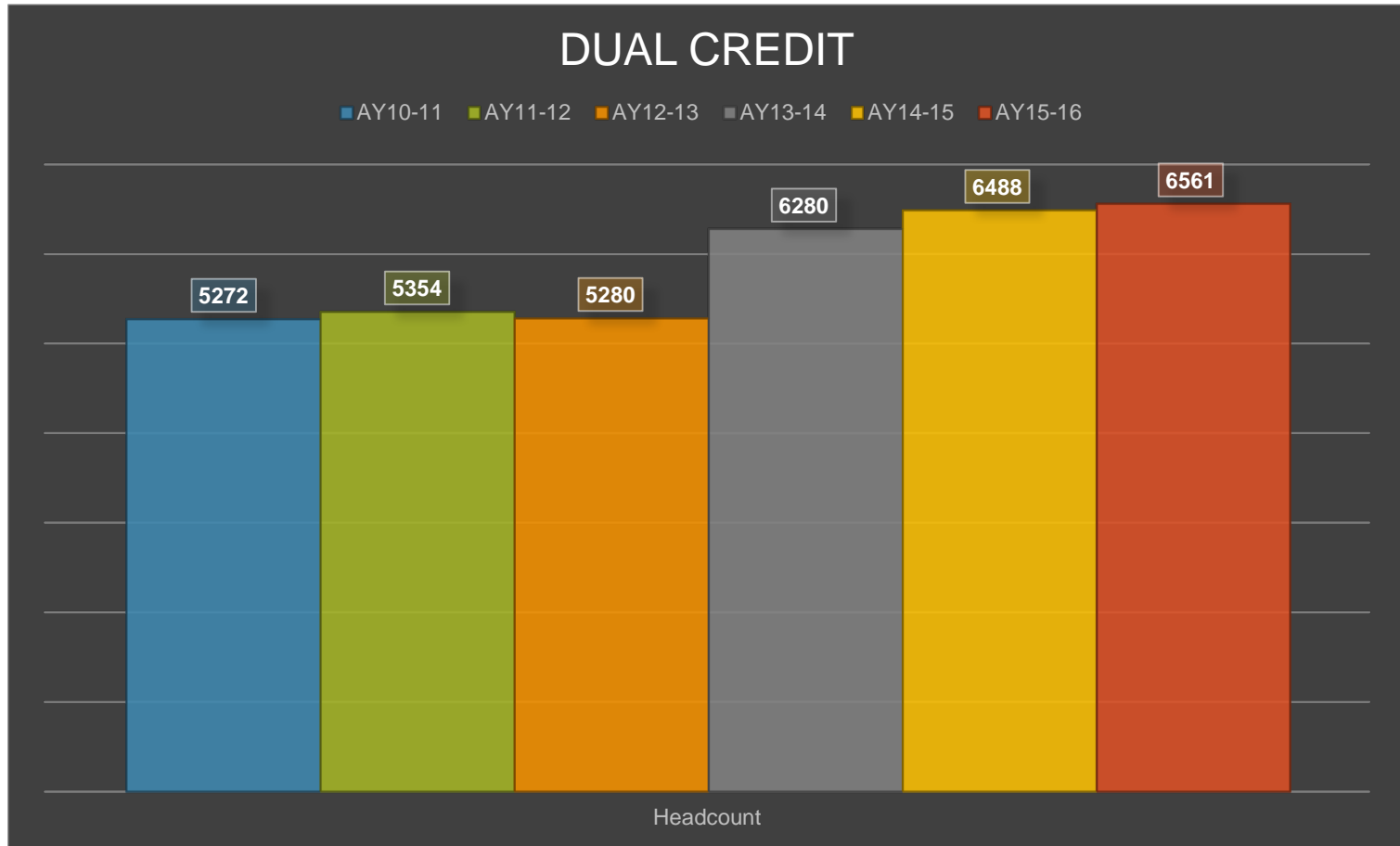


EvCC Actions

- Students of Color Career Conference
- Dual credit:
 - *Running Start*
 - *ORCA*
 - *College in the High School*
 - *Youth Re-Engagement (U3)*
 - *CTE Dual Credit*

Community Connections and Partnerships

We collaborate with K-20 Partners to create seamless educational pathways for our students



Students in dual credit programs has increased since 2010.



Community Connections and Partnerships

We collaborate with K-20 Partners to create seamless educational pathways for our students

Community Suggestions

- Higher education institutions collaborate regionally



EvCC Actions

- Collaborate with WSU Everett, UW (Seattle and Bothell), WWU, and CWU
- Diversifying Pathways in Healthcare and Teaching collaboration (UWB and WWU)
- Develop transfer pathways with WSU Everett in Engineering, Journalism, and others
- Housing in Cedar Hall and Mountain View available for WWU students at University Center

Community Suggestion

- Educators involved more in outside associations, including partnerships

EvCC Action

- College leadership participates in community, regional, and national organizations.



Community Suggestion

- Engage with community to support diversity, leading to positive, sustainable change



EvCC Actions

- Russell Day Gallery
- Nippon Business Institute Japanese Garden and Tea Room
- Community forum on fake news, bias, and finding real information
- Community forum on immigration rights to educate undocumented families

Community Suggestion

- More capacity and accessibility in East County



EvCC Actions

- Increased capacity of East County Campus in Monroe
- Expanded Students Services and Student LIFE
- Introduced Spanish GED program
- Introduced Cosmetology in Spanish and English
- CCEC Eastside partnered with Lake Washington Tech and Cascadia



***Strategic Planning
Community Engagement Event
Update:***

**Cultural Pluralism and Global
Readiness**

October 30, 2018

Cultural Pluralism and Global Readiness

We develop cultural competencies in faculty, staff and students

5 Dimensions of Equity

- Equitable Aspiration
- Equitable Access
- Equitable Achievement
- Equitable Economic Progress
- Equitable Engagement

Cultural Pluralism and Global Readiness

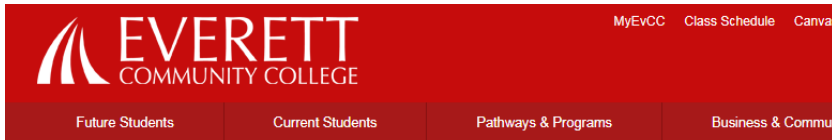
We develop cultural competencies in faculty, staff, and students

Community Suggestion

- Need VP of Diversity and Inclusion
- Provide professional development on cultural awareness/competency for employees
- Embrace other cultures

EvCC Action

- Chief Diversity and Equity Officer, Maria Peña
- Equity and Social Justice Division
- Training
 - Introduction to 5 Dimensions of Equity
 - Building an Equity Mindset
 - Undoing Institutional Racism
 - Integrating the 5 Dimensions of Equity in the Classroom
 - Implicit Bias Training
 - Classroom Scenarios and BIT
 - Cultures Connecting training
 - Green Dot Training 1,2 & 3
 - Title IX
 - Safe Zone Training



[Home](#) » [Administration](#) » [Equity and Social Justice Division](#) » [Equity and Social Justice Division](#)

Equity and Social Justice Division

Mission Statement

We are committed to promoting an inclusive, equitable and safe campus climate, with a focus on the elimination of gaps in aspiration, access, achievement, engagement and economic progress for underserved and underrepresented populations. Social justice guides the Division in upholding Everett Community College's Vision, Mission and Institutional [Strategic Plan](#).

Cultural Pluralism and Global Readiness

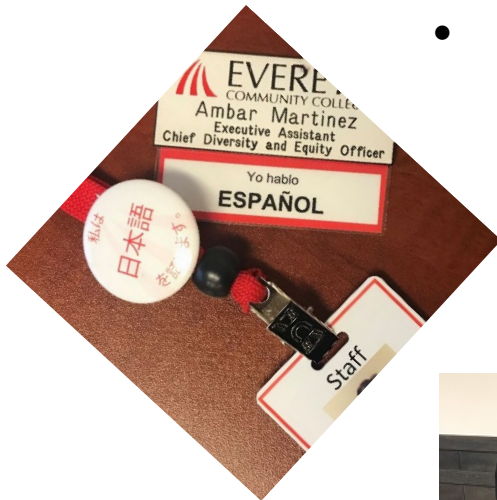
We develop cultural competencies in faculty, staff, and students

Community Suggestion

- Increase staff of color—recruit, train, and retain
- Hire more multi-language staff

EvCC Action

- Equity in Hiring: Recruiting Steps
- FSOCC cohorts
- EPS and EvCC staff of color dinners
- Social Justice Leadership Institute
- Affinity Groups



Cultural Pluralism and Global Readiness

We develop cultural competencies in faculty, staff, and students

Community Suggestion

- Provide peer mentoring
- Provide more life coaches/ mentorships



EvCC Action

- Faculty of Color Mentoring Statewide
- Cosmetology Mentorship Assignment
- Annual Mentoring Conference
- PROPELS (Peers Reaching Out to Promote Education and Learning Success) Student Coaches



Cultural Pluralism and Global Readiness

We develop cultural competencies in faculty, staff, and students

Community Suggestion

- Provide education about and exposure to other groups/cultures



EvCC Action

- For students
 - Students of Color Conference
 - Ethnic/Gender/LGBTQA Student Clubs
 - Community Organizing Workshop: RISE Conference
- For staff
 - Educating the Whole Child Conference
 - Undoing Institutionalized Racism
- For the community
 - Students of Color Career Conference
 - Multicultural campus events

Cultural Pluralism and Global Readiness

We integrate global/cultural connections and awareness into our curriculum and programs

Community Suggestion

- The diversity credit should be expanded to more classes/ learning experiences
- Curriculum is more diverse and culturally relevant; it reflects diverse perspectives beyond just race

EvCC Action

- Students required to complete diversity-designated course
- Communities of Practice
- Inclusive Pedagogy
- New Core Learning Outcomes



Cultural Pluralism and Global Readiness

We develop a pervasive campus culture of respect, advocacy, and engagement for all

Community Suggestion

- Create an environment where students feel culturally embraced and empowered to have a voice in our school and community
- Offer information in many languages



EvCC Action

- Top Priority
 - BOT and President
- 5 Dimensions of Equity
- 10 Point Equity Framework
- Materials
 - Recruitment: In Spanish, Russian and Vietnamese in process
 - Information for undocumented students: in Spanish and Russian

Cultural Pluralism and Global Readiness

We embrace smaller groups within our campus community and support their unique cultural identities, values, and practices

Community Suggestion

- Increase access to all students
- Embrace differences and cultures
- Provide necessary resources



EvCC Action

- Positions
 - Bilingual career and completion coach
 - Bilingual digital marketing specialist
- Programming
 - Youth Development Program
 - Spanish GED
 - Saint Mary Magdalen
 - Volunteer Literacy Program
 - Accelerated Academic English Language Acquisition workshops
 - Tutoring for IELP students



Cultural Pluralism and Global Readiness

We embrace smaller groups within our campus community and support their unique cultural identities, values, and practices

Community Suggestion

- Campus physically/ culturally/ academically represents student body
- Respect each other's culture, religion → make people feel valued!



EvCC Action

- Places on campus that represent unique student identities:
 - *Veteran's Resource Center and Lounge*
 - *Quiet Reflection Space*
 - *Safe Zone Pride Center (LGBTQIA+)*
 - *Diversity and Equity Center*
 - *Gathering Space*
 - *Indigenous People's Garden*
- Diversity positions with Student LIFE and Student Diversity Council



Cultural Pluralism and Global Readiness

We embrace smaller groups within our campus community and support their unique cultural identities, values, and practices

Community Suggestion

- Teach parent/ family how to get involved or how to support students
- Increase communication between schools and parents
- Have a family night (parents)
- Engage with community to support diversity, leading to positive, sustainable change



EvCC Action

- Events
 - Students of Color Career Conference
 - FAFSA & WASFA - in English and Spanish
 - Nochecitas and Noche Entre Familia
 - African/African American Family night
 - College Access Workshops, Spanish
- Casino Road Collaborative
- United Way
- Parent Leadership Training Institute and Children Leadership Training Institute

Cultural Pluralism and Global Readiness

We prepare students to participate as global citizens and to succeed in a global economy

Community Suggestion

- Increase awareness and inclusion of diverse cultures and clubs
- Provide peer support and leadership/ buddy system



EvCC Action

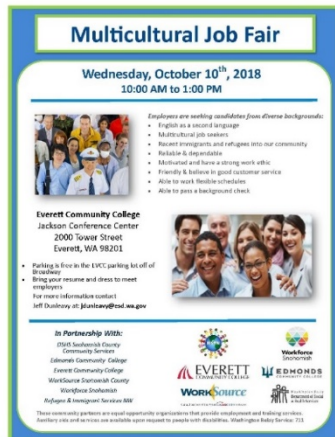
- International students from more than 30 countries
- Cultural Sharing Days
- International Student Ambassador Program
- Conversation Pal
- PROPELS peer mentoring - Student

Cultural Pluralism and Global Readiness

We prepare students to participate as global citizens and to succeed in a global economy

Community Suggestion

- Connect business with students
- Provide meaningful internships
- Improve customer service



Multicultural Job Fair
Wednesday, October 10th, 2018
10:00 AM to 1:00 PM


Employees are seeking candidates from diverse backgrounds:

- English as a second language
- Multi-cultural job seekers
- Recent immigrants and refugees into our community
- Flexible & dependable
- Motivated and have a strong work ethic
- Friendly & follow in good customer service
- Able to work flexible schedules
- Able to pass a background check

Everett Community College
Jackson Conference Center
2000 Tower Street
Everett, WA 98201

- Parking is free in the EVCC parking lot off of Broadway
- Bring your resume and dress to meet employers

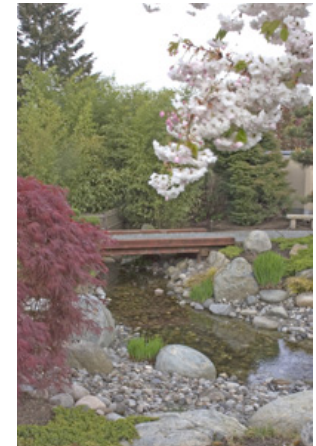
For more information contact:
Jeff Outberry at joutberry@ed.ac.gov

Its Partnership With:


These reasonable partners are equal opportunity organizations that provide employment and training services. Facilities and services are available upon request to people with disabilities. Washington Relay Service: 711

EvCC Action

- NBI collaborates with
 - Japanese businesses
 - educational institutions
 - Japanese governments
 - Kobe and Kakamigahara
- Boeing tours for non-native English – Manufacturing
- EvCC recognized by Boeing’s leadership team for service to communities of color
- Multicultural Job Fair



Cultural Pluralism and Global Readiness

We prepare students to participate as global citizens and to succeed in a global economy

Community Suggestion

EvCC Action



- Create robust bridges from K-12 through graduate school, especially for underrepresented students
- Diversifying Pathways Project: Health care and teaching
- Guided Pathways
- NASA Summer Bridge Program & S-STEM scholarships
- MESA



***Strategic Planning
Community Engagement Event
Update:***

Resource Stewardship

October 30, 2018

Resource Stewardship

We seek financial stability by developing strong and diverse revenue streams

Community Suggestion

- Provide ample financing, financial planning

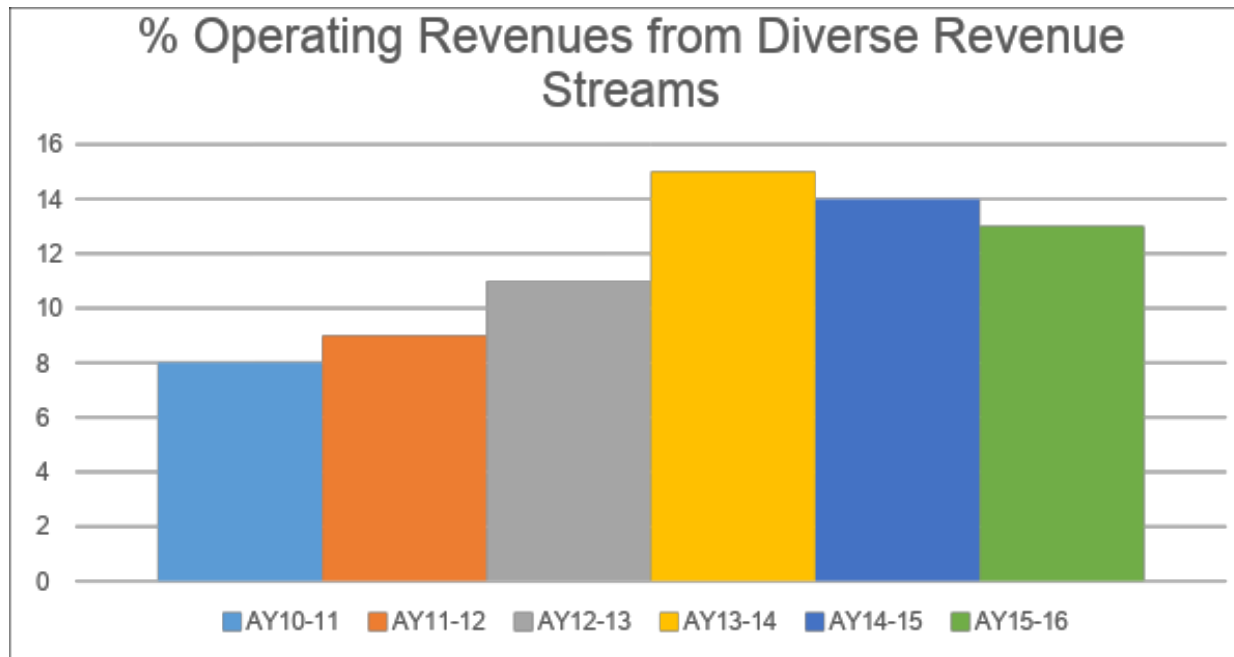


EvCC Action

- Creation of Resource Development Office and increase of grant funding; \$30 million in grants since 2012
- Contracted revenue from International Education, Running Start, and Corporate Continuing Education; made up over 10% of the operating revenue collected last year
- Investment income, Broadway property, Starbucks property, and property rentals generate \$100,000 each per year

Resource Stewardship

We seek financial stability by developing strong and diverse revenue streams



% Operating revenues from diverse revenue streams over the last 3 years show an increase from 2010

Resource Stewardship

We seek financial stability by developing strong and diverse revenue streams

Community Suggestion

- College takes initiatives on behalf of community partnerships; increased relationship, including communities without access to higher education

EvCC Action

CCEC:

- *Parent Leadership Training Institute*
- *AMTEC*
- *Employment Solutions*
- *Aviation programs*
- *CCEC- Eastside*
- *College in the High School*



Resource Stewardship

We invest in our employees

Community Suggestion

- Customer service training available for staff
- Professional development available for staff

EvCC Action

- Conflict Resolution and customer service
- Center for Transformative Teaching
- New Faculty Academy
- Associate Faculty Academy
- Innovations Academy
- Course Design Institute
- Mentoring program
- Leadership Academy
- Teaching & Learning Retreat
- Native Cases Institute
- Undoing Institutional Racism
- 5 Dimensions of Equity Workshops
- Unconscious Bias, Mindfulness, Communicating in Difficult Situations





Resource Stewardship

We invest in our employees

Community Suggestion

- Professional development available for staff
- Retain high quality staff

EvCC Action

- Community and statewide leadership development programs
- Employee Wellness Team

**Social Justice
Leadership
Institute**



WELA
Washington Executive Leadership Academy

Resource Stewardship

We invest in physical facilities to enhance the learning environment

Community Suggestion

- Campus physically/
culturally/
academically
representing
student body



EvCC Action

- Updated Campus Master Plan
- Expanded square footage in Monroe
- Student housing- Cedar Hall and Mountain View
- CCEC Building Renovation Project
- Immersive classroom upgrades
- Pollinator habitat

Resource Stewardship

We invest in physical facilities to enhance the learning environment

Community Suggestion

- Campus physically/ culturally/ academically representing student body



EvCC Action

- Places on campus that represent unique student identities:
 - Veteran's Resource Center and Lounge
 - Quiet Reflection Space
 - Safe Zone Pride Center (LGBTQIA+)
 - Diversity and Equity Center
 - Gathering Space
 - Indigenous People's Garden



Resource Stewardship

We invest in physical facilities to enhance the learning environment

Community Suggestion

- Campus physically/ culturally/ academically representing student body

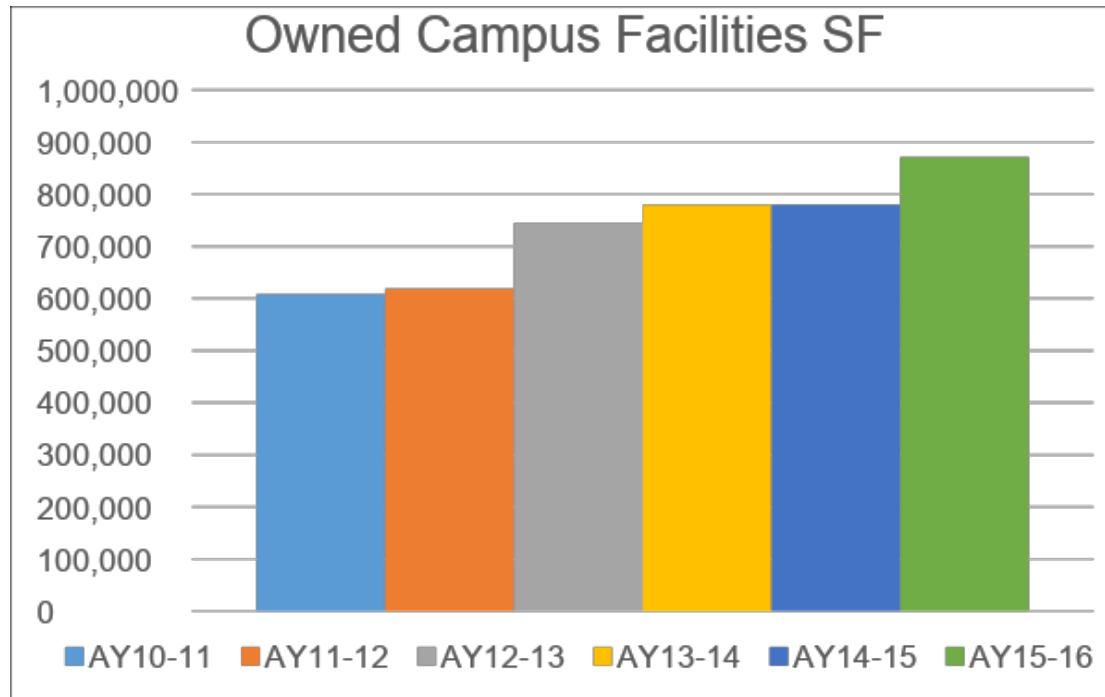


EvCC Action

- Liberty Hall – Health Sciences
- AMTEC and expansion
- Henry M. Jackson Conference Center Renovation Project
- Remodel of Diversity and Equity Center
- ORCA expansion
- Remodel of Student LIFE area
- Security remodel
- Cross-campus gender neutral restrooms

Resource Stewardship

We invest in physical facilities to enhance the learning environment



The College has increased total square footage of campus facilities

Resource Stewardship

We practice environmental, economic, and social sustainability across the campus

Sustainability

Bagfoot & Sacksquatch



- Preservation of campus resources via reuse of plant materials
- Community Gardening with Sustainability Grants
- Community outreach and free community speakers and events
- Student involvement
- Utilizing campus facilities to “grow our own”
- EvCC recycles!

Learn more at www.everettcc.edu/green

Resource Stewardship

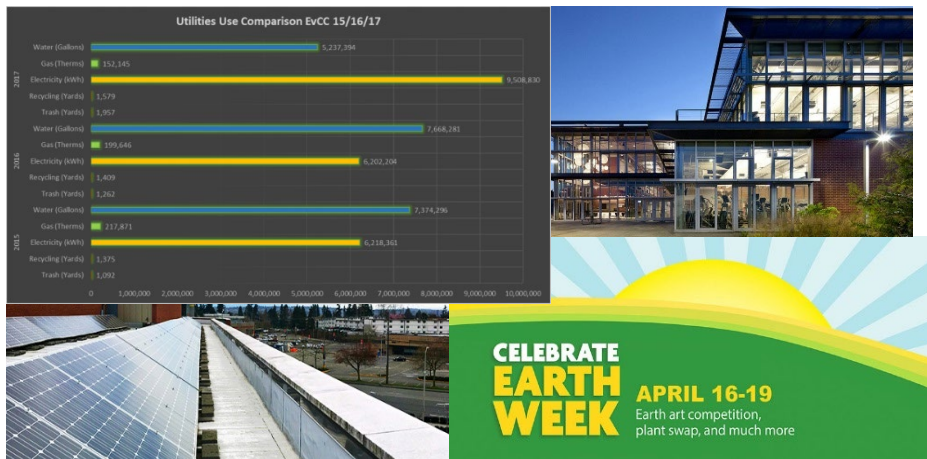
We practice environmental, economic, and social sustainability across the campus

Community Suggestion

- Less expensive, quicker, more effective
- Growth vs. sustainability
- Learn to give back; responsibility to help others

EvCC Action

- Community Outreach and resources
- Grants and subsidies from local utilities
- Campus recycling
- LEED standard buildings
- Energy savings
- Junk mail project
- Sustainable landscaping
- Earth Week Event Series
- Food waste composting



Resource Stewardship

**We practice environmental, economic, and social sustainability
across the campus**

Community Suggestion

- Less expensive, quicker, more effective
- Growth vs. sustainability
- Financial Planning



EvCC Action

- Reserve and Contingency Fund Policy
- Contracting with Barnes and Noble to operate campus bookstore
- Funding of equipment purchases are now prioritized by college wide criteria

Resource Stewardship

We practice environmental, economic, and social sustainability across the campus

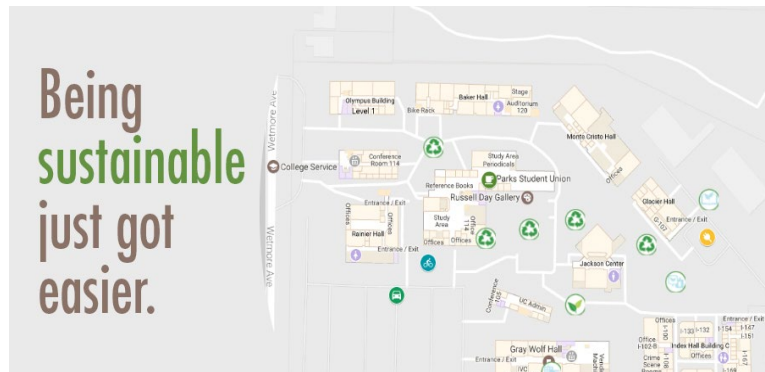
Community Suggestion

- Growth vs. sustainability
- Learn to give back; responsibility to help others
- “Be the change”- have a growth mindset



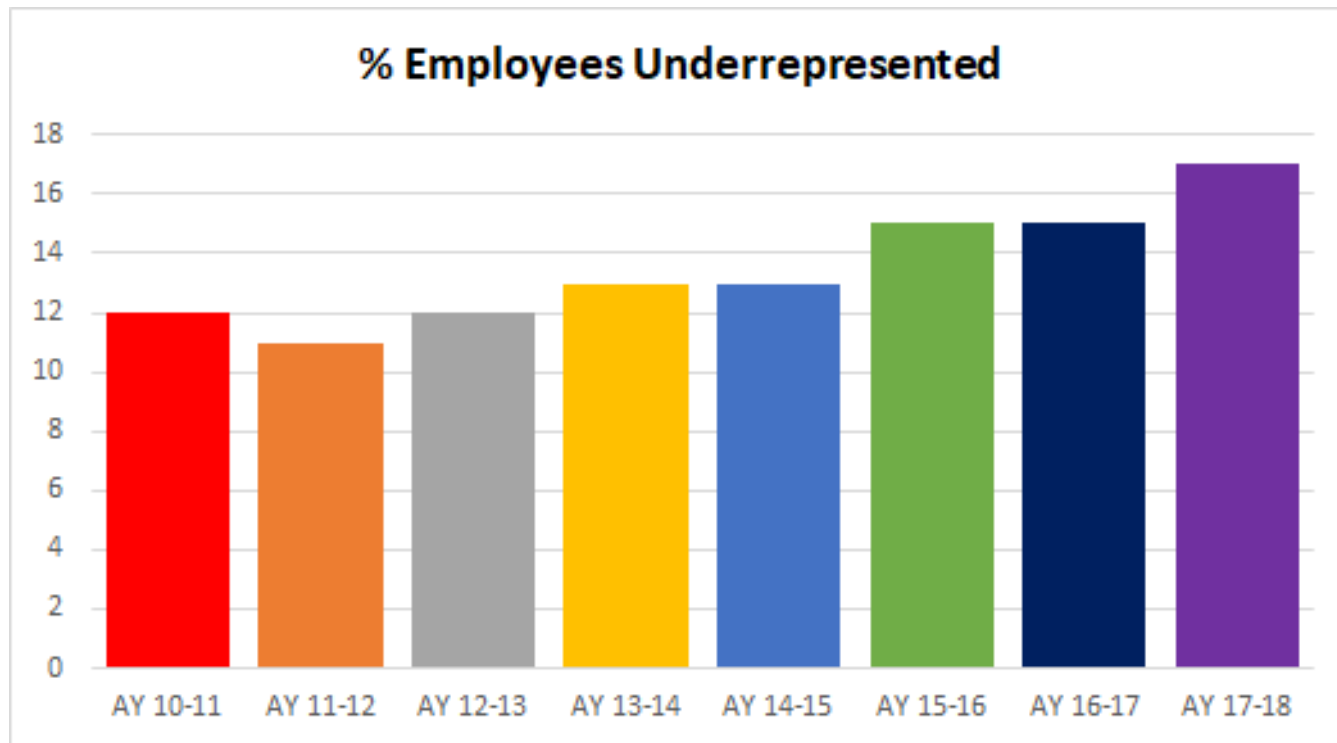
EvCC Action

- Equity in Hiring/Recruitment Process
- East County and North County partnerships
- Leadership Academy- Sustainability Committee, sustainability policy, sustainability visibility campaign



Resource Stewardship

**We practice environmental, economic, and social sustainability
across the campus**



Equity in Hiring: % Employees from underrepresented groups has increased

Resource Stewardship

We are responsible stewards of our limited resources – proactive in fiscal planning and efficient in our practices

Community Suggestion

- Less expensive, quicker, more effective
- Appropriate resource allotment
- Get students better connected with resources

EvCC Action

- Practices **LEAN** process improvement

**What is LEAN?
Lean means creating more
value for “customers” with
less resources.**

Resource Stewardship

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Community Suggestion

- Less expensive, quicker, more effective
- Appropriate resource allotment



EvCC Action

- **LEAN** process improvements include:
 - *Reduced steps in financial aid process*
 - *Reduced delays in Enrollment (applications, foot traffic)*
 - *Shortened turnaround time, reduced late payments and reduced waste of paper in Accounts Payable*
 - *Defined the standard grant implementation process from award notice to project operations*

Resource Stewardship

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Community Suggestion

- Less expensive, quicker, more effective
- Appropriate resource allotment

EvCC Action

- **LEAN** process improvements include:
 - *Nursing Application Process: administrative work reduction, \$12,726 annual supply and administrative savings, design and implementation of the Program Application Management system*





Thank you!