INTRODUCTION and RATIONALE
Pine Technical and Community College’s reasons for embracing and promoting equity and inclusion are derived directly from the mission, vision, and values of our institution. In this document we present an overview of the development of the plan for equity and inclusion for PTCC. It also contains a brief explanation of the data reviewed that supports the goals and objectives recommended.

PLAN DEVELOPMENT
The Equity and Inclusion Committee reconvened in May 2018 to begin the 2020-2023 planning cycle. The committee participated in a series of planning meetings to: review data, and to brainstorm ideas and best practices. A feasibility activity was conducted to identify the goals and objectives to include in the 2020-2023 plan.

TRAINING
The committee also met monthly during the 2018-2019 planning cycle to participate in various equity and inclusion trainings. The trainings include:

- The Equity Minded Practitioner
- Microaggression - Our Words Matter
- Supporting Students With Disabilities
- An Equity Minded Lens for Search Committees.

ACCOMPLISHMENTS AT A GLANCE
- Increased member participation
- Increased student club support
- Promotion of hiring best practices
NUMBERS & STATISTICS: EVERY STUDENT COUNTS

Students persisting to completion of their educational goals is a key gauge of student success, and therefore institutional success.

Two most frequently cited statistics in connection with student success are:
- the first-year annual return rate
- the cohort graduation rate.

Among PTCC students, anxiety and depression are the two most frequently reported mental health diagnoses.

37.9% anxiety

45.2% depression

The gap of PTCC students that are underrepresented as compared to non-underrepresented students is 18.5% according to the 2015 data on the accountability dashboard.

Pine students that are pell-eligible have a persistence and completion gap of 18.1% when compared to students that are not pell-eligible.

According to PTCC’s affirmative action report, we have diverse applicants that are finalists in our hiring pool, yet there has been an increase in underutilization to appointment of protected groups.
COMMITTEE RECOMMENDATIONS
The Equity and Inclusion Committee suggests the following goals and objectives be further developed to address:

- The persistence and completion gap, specifically for students with low income and students with a disability including mental health.
- The under-utilization of protected groups to recruit and retain diverse faculty and staff.

We also believe the following goals and objectives will impact student’s mental health, food insecurity, and financial health as determined by the 2018 College Health Survey.

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<tr>
<th>GOAL #1 REDUCING AND ELIMINATING THE STUDENT SUCCESS GAP</th>
<th>Objective #1.1 Increase student club participation: Provide support to club advisors and students through partnerships of events and promotion.</th>
<th>Objective #1.2 Increase Awareness: Host a Financial Literacy Awareness Campaign.</th>
<th>Objective #1.3 Increase Awareness: Establish a program to address food insecurity on campus.</th>
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<td>GOAL #2 RECRUITING AND RETAINING DIVERSE FACULTY AND STAFF</td>
<td>Objective #2.1 Increase Awareness: Require onboarding ELM training to new employees that include campus diversity and inclusion principles.</td>
<td>Objective #2.2 Decrease of under-utilization of protected groups: Each search committee chair and hiring manager will participate in the training, “An Equity Minded Lens on Search Committees.”</td>
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<td>GOAL #3 ENSURING A WELCOMING AND SUPPORTIVE CAMPUS CLIMATE</td>
<td>Objective #3.1 Increase in engagement and awareness: Multi-departmental awareness campaigns implemented.</td>
<td>Objective #3.2 Increase in engagement and awareness: Review policy through an equity lens-the committee is trained in and participates in policy review.</td>
<td>Objective #3.3 Increase in engagement and awareness: Support and train staff/faculty/students on unconscious bias and bridges out of poverty principles.</td>
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<td>GOAL #4 BUILDING PARTNERSHIPS WITH DIVERSE COMMUNITIES</td>
<td>Objective #4.1 Increase engagement and awareness: Attendance and participation in local and statewide events that support equity and inclusion.</td>
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FOR FURTHER CONSIDERATION
As we continue to develop the plan for equity and inclusion, and maintain and develop our campus strategic plan, the Equity and Inclusion Committee further suggests that each campus department be represented on the Equity and Inclusion Committee.

Additionally, we also recommend that each priority area of the campus strategic plan be evaluated by asking the question, "How are we addressing equity and inclusion in this strategic area?" By doing each of these, we can continue to nurture a supportive campus climate and have a comprehensive strategic plan that supports all staff, faculty and students.