



Equity and Inclusion Plan End of Year Report

2023

The information in this 2022-2023 End of Year Report for the Equity and Inclusion Strategic Plan provides data related to the eight objectives of the Plan for the academic year.

2020 E&I Strategic Plan and its objectives: mitchellcc.edu/diversity

At Mitchell Community College, equity and belonging are crucial to who we are. The College celebrates diversity and inclusion, embracing a broad definition of diversity that includes people of every race, ethnicity, gender, gender identity, sexual/affectional orientation, age, socio-economic status, ability or attributes (visible and invisible), neurodiversity, religious or ethical values system, national origin, political beliefs, veterans, and first-generation college students.

The College strives for equity (equality of outcomes) by assessing and removing potential barriers, and distributing quality instruction and equitable access to tools and opportunities for all students, in order to ensure academic success. Equity is the outcome when race/socio-economic status/ability/gender will no longer be a predictor of academic success, health, education, economic mobility, etc. The Equity and Inclusion Council, with the support of the college administration and the Director of Equity and Inclusion, advises and recommends policy and practice on matters related to diversity, equity and inclusion.

Our WHY

The diversity, equity, inclusion, justice and belonging work at Mitchell will:

- Create opportunity for difficult dialogue and self-inquiry to create healthy relationships and promote a growth mindset
- Remove barriers and replace practices that perpetuate inequities to increase all student success
- Provide psychological and physical safety for belonging and inclusion for students/faculty/staff so all can flourish
- Practice empathy and equity mindedness in our daily work
- Invite the humanness of everyone on campus to bring their whole selves to our space

1.1 Review and develop courses and programs of study which promote diversity and inclusivity across the curriculum.

COM 140: Intercultural Communication offered in Spring 2023

ASL 111: American Sign Language offered Fall 2023

Equity and Inclusion Curriculum Infusion Subcommittee Report: Emphasize diversity in current courses. In order to encourage a concerted effort to include more culturally responsive teaching in the classes we already offer, a professional development opportunity was provided in May 2023 (see obj. 2.1) with representation from across the disciplines.

Moving forward with the Mitchell Strategic Plan which will be launched during the 2023-2024 academic year, we will evaluate how our programs and pathways align with job opportunities that have living, sustaining wages for economic and social mobility.

Early Childhood Education Department

Early Childhood Education Program Chair & faculty

Assignments related to inclusion have been included in EDU 221, 126 and 162.

1.2 Increased collaboration with Student Services Support and organizations, which support the success of marginalized, underrepresented, and at-risk student populations.

Admissions

We implemented a texting platform to text with prospective, returning and current students. We have seen great success when texting stop-outs, with a 19% response rate during our last campaign. We also began texting current students this year to remind them of registration and payment deadlines. We had an increase returning students register for spring 2023.

In collaboration with Cosmetic Arts, our Success Navigator, visited Career Academy and Technical Schools (CATS) to assist our Spanish speaking population.

Financial Services

Students Services Financial Aid Director, Student Services FA Specialist/FWS Coordinator, Human Resources Administrative Services Assistant and the Business Office Payroll Administrator

After the COVID pandemic, the Financial Aid Office saw a decline in Federal Work Study interest and in the number of hours students were working under the Federal Work Study (FWS) program. For the 2022-2023 Academic year, to entice all students needing financial aid, and to be more competitive with the labor market, the Financial Aid Office increased the Federal Work Study payroll rate from \$10

an hour to \$15 an hour. The total amount of FWS expended in 2022-2023 was \$76,413 (\$57,653 in Federal FWS funds plus \$18,760 in the 25% Institutional match) compared to \$42,226 (\$31,672 in Federal FWS funds plus \$10,554 in the 25% Institutional match) expended in FWS the previous 2021-2022 academic year.

Mooresville Campus Student Services

Dean Mooresville Campus

*Student Services Division - Student Services Coordinator, Financial Aid Specialist, Director of Financial Aid, Records Specialist, Admissions Specialist, Student Services Navigator, Assistant to Coordinator
Accessibility Services, Career Services Coordinator, Student Activities Coordinator
Learning Division -Library; MIND Center; ESL Instructor, IT Instructor, Business Professor
Financial Services Division - Security Officer, Cashier*

Mooresville Campus Resources Day - This event is held Fall and Spring semesters each academic year to provide opportunities for students to connect with resources on campus. In 2022/2023 the events were held on Tuesday, September 27, 2022 and Tuesday, February 28, 2023. The following support services and resources were represented: Admissions, Academic Advising, Financial Aid, Records, Accessibility Services, Career Services, MIND Center, Write Place, Library, Bookstore, Security, Cashier, Student Activities, Information Technology AAS, Business Administration AAS, and Continuing Education. A representative from NCWorks also participated. The Fall 2023 event connected 37 students to resources, and the Spring 2023 event connected 32 students to resources.



Mooresville Campus

Resources Day



**Tuesday,
February 28, 2023**

9 – 11:30 a.m.

Mooresville Campus

Sarah Tice Building, 1st Floor

Learn More About the Following Programs and Services:

- Accessibility Services
- Admissions
- Advising
- Career Services
- Library
- MIND Center
- NCWorks
- Financial Aid
- Records
- Write Place



Mitchell
COMMUNITY COLLEGE

mitchellcc.edu
Equal Opportunity College



*subject to change

Advising

Student Services Advising Department; Student Services Admissions Department; Mooresville High School; Statesville High School; South Iredell High School; North Iredell High School; West Iredell High School

The Advising Department reached out to Iredell County high schools to coordinate dates for in-person, on-site advising at the high schools. This initiative was started last year as we were coming out of COVID restrictions but more officially launched this year. Our onsite availability allowed earlier access to high school students who have difficulty meeting with advisors in our traditional settings. It provided them an opportunity to meet face-to-face with an advisor and register for classes sooner, thus creating the likelihood of a more cohesive class schedule which will hopefully be conducive to their academic success.

Accessibility Services

Coordinator for Accessibility Services/504

Assistant to Coordinator for Accessibility Services/504

International wheelchair Day March 2023

To draw attention to the positive impact that wheelchairs have on individuals' lives, highlight the challenges and obstacles that wheelchairs help individuals overcome, and facilitate a sense of inclusion for a wheelchair-bound individual, with a focus on the word ability.

The College's observance of International Wheelchair Day featured a series of activities for interested students to complete. These activities provided students with the opportunity to understand how daily tasks that may seem simple or unchallenging are approached with a different perspective when navigating such tasks in a wheelchair.

A display from MobilityWorks, the largest inventory in the nation of wheelchair accessible vehicles, will also be on campus near the Circle.

Early Childhood Education Department

Early Childhood Education, financial aid, ICPYC

In collaboration with the Iredell County Partnership for Young Children (ICPYC), we are conducting open house in Mooresville & Statesville. Financial aid & TEACH representation have been included.

M2M- Man2Man, Male Minority Mentoring Program

Program/Projects Specialist for the VP for Student Services

Vice President for Student Services

September 2022: M2M Minority Male Meet & Greet with Mentors (Statesville & Mooresville Campus)
- Define purpose of organization and expected outcomes; Meet Minority Male Volunteer Mentors
Students present -6; Mentors present-4

November 2022: M2M Study Skills workshop for minority males with less than 2.0 GPA was led by Beverly Rufty in Huskins Library. Library tour was held and library resources were highlighted; Student Services resource sheet was distributed; Exam snack bag was gifted; Students present-5

February 2023: M2M sponsored Futures Storytelling Program partnership with Moorehead Planetarium and Science Center in Chapel Hill - 17 students participated; diverse and inclusive population of participants

March 2023: Minority Male Leadership Academy honoring minority males with 3.0+ GPA; Minority Male Leaders in the community shared their individual leadership experiences in a lunch forum forum; Students in attendance-8; Community Leaders-6

April 2023: First time M2M 2023 Student of the Year Award presented: Student demonstrated commitment to growing the program, recruitment and participation

Library Staff- Director of Library and Curriculum Support Services

1. Library staff partnered with Student Services to provide workshops on study skills for Man2Man participants.
2. Library staff partnered with Continuing Ed to provide library classes and program opportunities for ABE students.

Transportation

For retention, our Student Support department has added a few new initiatives. We have implemented *Share the Ride*, which is a ride share platform to help students find transportation to and from school. <https://www.sharetheridenc.org/public/home.aspx>

Mitchell Student Assistance Program (SAP) & Work-Life Services

An SAP is a college-sponsored benefit that offers the support and resources you need to address personal or school-related challenges and concerns. It's confidential and free to you and your household family members. Help is available 24/7/365 at (800) 633-3353.

Services from the Mitchell SAP include:

- Mental Health Counseling Services
- Crisis Intervention
- Legal Support Services
- Financial Literacy Programming
- Marital Services
- Child Care Support



HELP
is available.

Mitchell's SAP program offers the support and resources you need to address personal or school-related challenges and concerns.

Confidential, free, and available 24/7/365.

CLICK HERE

for more information, or call (800) 633-3353.

Student Support Services/Retention and Transition Specialist

Student Support's goal is to provide the support and resources needed for students to stay in school when an unexpected event takes place that could jeopardize completing their program. Since August 9, 2022, student support has supported 94 students, not including those who needed to be referred to another department. Of these 94 students, 29 received Maverick funds to go towards helping with tuition balances, food, gas, rent, car repairs, or electric bills. Ten of these students received the Finish Line Grant which is funded from EANS.

Additional resources include *Share the Ride*, which provides the resource to connect students who need help with transportation, and the online Help resource provides thousands of resources in the local area to students in need of food, housing, transit, childcare, healthcare, and many more.

1.3 Increase the likelihood that diverse, accomplished candidates for faculty and staff positions will be identified, recruited, retained, and promoted.

The following data represents the number of applicants and hires made between the dates of June 1, 2022, to May 23, 2023.

- The College received 615 individual applications for full and part-time positions.
 - 63.41% of the applicants were Female.
 - 35.28% were Male.
 - 1.3% did not indicate gender

- 30 Selection Committees were convened
 - All 140 committee members were trained on how to recognize (and avoid) implicit bias in the selection process.

- 108 hires were made during the period.
 - 28 full-time hires:

12	White Females	42.85%
11	White Males	39.29%
3	Black Females	10.71%
1	Black Male	3.57%
1	Hispanic Male	3.57%
<hr/>		100.00%

 - 80 part-time hires:

30	White Females	37.50%
37	White Males	46.25%
5	Black Females	6.25%
3	Black Males	3.75%
2	Asian Males	2.50%
1	American Native Male	1.25%
1	Hispanic Female	1.25%
1	Unknown Male	1.25%
<hr/>		100%

- Professional development collaboration with Human Resources (see obj. 2.1)

The College posts its jobs to sites which attract and/or have been shown to attract applicants that are diverse and have the knowledge, skills and abilities to contribute to meeting the college's mission.

- Focus on LGBTQ+: Pink Jobs, Campus Pride and Out and Equal.
- Focus on Diversity: Work Place Diversity, Black Jobs, Black Career Network, Hispano and Diversity.com.
- Mitchellcc.edu
- insidehighered.com
- Indeed
- Google
- Facebook
- nccommunitycolleges.edu
- LinkedIn

Neurodiversity and Unconscious Bias Considerations for Search Committees- training

- Unconscious/Implicit Bias in Hiring
- Methods to audit and mitigate Bias in Hiring
- Advantages of Neurodiversity and how to reinvent the interview to prevent bias

New Job Posting Listing Addition

Equity in Learning & Employment:

Equity and belonging are crucial to who we are. The College celebrates diversity and inclusion, embracing a broad definition of diversity that includes people of every race, ethnicity, gender, gender identity, sexual/affectual orientation, age, socio-economic status, ability or attributes (visible and invisible), neurodiversity, religious or ethical values system, national origin, political beliefs, veterans, and first-generation college students.

Footer:

Mitchell Community College is an Equal Opportunity Employer committed to Equitable Outcomes for all. Equity is the equality of outcomes when race/socio-economic status/ability/gender are no longer a predictor of academic success, health, education, economic mobility, etc. The College strives for equity by assessing and removing potential barriers, and delivering quality instruction and equitable access to tools and opportunities for all students, in order to ensure academic success.

Best practices in the creation of job descriptions to ensure a greater likelihood of a diverse candidate pool

- Specifying a pay range for the position
- Limiting required skills to those that are "must haves"

- Specifying the extent to which experience can substitute for education
- Avoiding biased (e.g., gendered) language and jargon that could alienate protected groups
- Highlighting institution's commitment to DEI – We highlight “Equal Opportunity College” at the footer of every JD

DEI goals are set and evaluated for retention reviews, promotions, and succession planning for leadership roles.

- Conducting and assessing exit interviews on a regular basis
- Assessments of workforce satisfaction/engagement/climate – The annual Climate Survey that Inst. Research administers and collects. Data is shared with each division.

Percentage of full-time instructional faculty by race/ethnicity

White: 87.65%
 African American/Black: 9.87%
 Hispanic/Latinx: 1.23%
 Asian American: 1.23%
 Native American/Alaska Native: 0%
 Native Hawaiian/Pacific Islander: 0%
 Multiracial: 0%
 International: 0%
 Unknown/other: 0.02%
 Total: 100%

Percentage of full-time student enrollment by race/ethnicity

White: 60%
 African American/Black: 14%
 Hispanic/Latinx: 15%
 Asian American: 3.3%
 Native American/Alaska Native: 1.3%
 Native Hawaiian/Pacific Islander: 0%
 Multiracial: 4.2%
 International: .2%
 Unknown/other: 2%
 Total: 100%

According to the US Census Bureau in 2022, our service area, Iredell County, demographics by race were:

White 81.8%
 Black/African American 12.5%

Hispanic/Latinx 8.5%
Native American/Alaskan Native .6%
Asian 2.7%
Native Hawaiian/Pacific Islander .1%
Two or more races 2.3%

1.3 Maintain the leadership group that will maintain, evaluate and monitor the ongoing development and implementation of the Equity and Inclusion Strategic Plan.

Our Equity and Inclusion Council (EIC) is made up of a rotating roster of faculty and staff from diverse divisions/departments across the college (including Curriculum, IT, HR, Continuing Education, Housekeeping, Workforce Development, Finance Office, Admissions, Advising, Advancement, Distance Learning, and Library). The members are invited by the President and the Director of Equity and Inclusion.

Representation is crucial, as is the unifying message of this work. While we do have a Director for Equity and Inclusion and the EIC, our DEIJB efforts are College-wide efforts and everyone is responsible and has shared ownership. We have three teams within the EIC: Resource and Communication Team, Events and Planning Team, and Curriculum Infusion Team. We continue to expand our student involvement in our planning and change efforts. Student surveys, student attendance at DEI events, and student organizations continue the effort. We created a Student Equity and Inclusion Council this year and we look forward to their growth and participation, along with the plans for a Student DEI Certificate beginning in the 2023-2034 academic year.

EIC membership roster 2022-2023

DeShaun Williams, Chair EIC
Lisa Ausburn, Chair Curriculum Infusion
Phil Holleran, Co-Chair Resources and Communications Subcommittee
T'Sha Harrison, Co-Chair Resources and Communications Subcommittee
Austin Leviner, Chair Events and Planning Subcommittee
Jane Morgan
Jamie Vance
David Galliher
Tony Briceno
Mark West
Crystal Dagenhardt
Erin Dubea
Arthur Piervencenti
Molly Nicholson
Emily Weddington
Judy Phillips
Amy Money

Iris Rodriguez
Sharon Ellis
Peter Eller
Erica Smith
Matt Finch
Elizabeth Overcash
Beverly Brown, Director of Equity and Inclusion

President's Office/College Administration Support

Demonstrates a visible commitment to diversity in speeches, written correspondence, and public appearances.

Ensures that senior leadership is engaged in college diversity strategies.

Charges the college-wide diversity committee.

Ensures that resources (financial and staffing) are available to drive college diversity efforts.

Creates a culture of accountability.

2.1 Continue to provide professional development which promotes racial justice and equity-minded pedagogy/andragogy and support

Mitchell continues to provide professional learning opportunities for faculty and staff so they are better able to respond to the needs of today's learners.

Inclusivity in the Classroom

October 11, 2022 12:30-1:30

Phil Holleran and Megan Harbach

Our goal: The Curriculum Infusion subcommittee aims to provide you with easy-to-implement strategies for creating more inclusivity in your courses.

Faculty/Staff Meeting EIC overview

October 17, 2022 12:30-1:30

Dr. Beverly Brown

We will overview our definitions of diversity, equity and inclusion. We will introduce justice and belonging and how they relate to our student support at Mitchell. We will review "Our Why": remove barriers in order to create success for all, provide psychological and physical safety for students/faculty/staff, practice empathy/equity mindedness, invite the humanness of everyone to our space for optimal successful academic outcomes, save lives. We will also review our Equity and Inclusion Strategic Plan and provide updates.

S.A.F.E Club (Student Alliance for Equality) Professional Development

November 14, 2022 1:00-2:00

Student Led

This student-led professional development for faculty and staff covered topics including student experiences in the classroom, how to best support student inclusion, how to engage in the use of correct pronouns and preferred names, and best practices related to serving our LGBTQ+ student population.

Harlem Renaissance Session

February 7, 2023 12:30-1:20

Dr. Micki Kaleta and Dr. Beverly Brown

Content related to this artistic explosion in Harlem during the 1920's will be explored including history, music and literature.

Universal Design for Learning Sessions

Working with Equity and Inclusion Council, we contracted with *Lillian Nave from Appalachian State University* to host a series of four workshops on Exploring the Universal Design for Learning Framework (UDL). The UDL Framework is designed to advance and enhance teaching and learning for all individuals based on the science of how people learn (CAST, 2023). For more information regarding the UDL Framework, please visit www.cast.org.

January 27th Overview of UDL 1:00 – 2:00	February 24th The “Why” of Learning 1:00 – 2:00	March 24th The “What” of Learning 1:00 – 2:00	April 21st The “How” of Learning 1:00-2:00
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Using our Perkins allocation, we also have the opportunity for two CTE faculty to become UDL Initial Practitioners. To become a UDL Initial Practitioner, an individual must complete three modules (UDL Associate – Level 1, UDL Core Foundation – Level 2, and UDL Initial Practitioner – Level 3). All the training is completed online and is paid for by the College. Additionally, individuals would be paid an additional amount for each level completed. The extra duty pay would be \$700 for completing all three modules. The three modules would need to be completed by June. For more information, please visit <https://www.cast.org/our-work/projects/udl-cci-credentials-certifications-educators-product-developers>. If you are interested, please get in touch with me directly.

Culturally Responsive Assignments Across the Curriculum

May 16, 2023

Mitchell Faculty

This professional development highlights culturally responsive teaching at Mitchell by showcasing assignments from across the curriculum that faculty have incorporated into their courses. “When academic knowledge and skills are situated within the lived experiences and frames of reference for students, they are more personally meaningful, have higher interest appeal, and are learned more easily and thoroughly. Using students’ customs, characteristics, experience, and perspectives as tools for better classroom instruction” (Will & Najarro). Participants will learn about multiple assignments, from English, Communications, and Music, and participants are also welcome to impromptu share their own assignments falling under the category of diversity.

Inclusive Language Professional Development

May 18th, 2023

EIC Chair, EIC Curriculum Infusion subcommittee Chair

This workshop highlights the importance of using inclusive language in our diverse environment. Participants will learn what is considered non-inclusive language, and practice using inclusive language to foster a sense of belonging for everyone.

Myers-Briggs Type Indicator - Understanding Self and Others

May 2023

West Hub Professional Development: Flex Class Delivery and Engagement

Division of Instruction and Distance Learning Department

An institutional membership to Go2Knowledge/Innovative Educators was acquired for Mitchell Community College faculty and staff. This membership allows for on-going live and on-demand opportunities for professional development on a wide variety of topics including diversity, equity, and inclusion.

Examples of currently viewed webinars focusing on diversity, equity, and inclusion:

- Diversity, Equity & Inclusion: Creating A Culture of Cross-Campus Dialogue
- Advocacy, Allyship & Antiracism: Empowering Change for Inclusion & Equity
- Addressing Implicit Bias & Microaggressions To Create an Inclusive Classroom & Campus Community
- Equity Gaps & Guided Pathways Reform: A Roadmap for Faculty, Staff & Administration
- Supporting the Mental Health of LGBTQ+ Students: What We Learned from The Pandemic That Impacts Current Services
- Strategies to Foster LGBTQ+ Inclusion in The College Classroom

Student Services

Director of Advising, Student Services Division, Director of Admissions, Student Services Division; Biology Faculty, Division of Student Learning, Advanced Manufacturing Coordinator.

As part of the NC Student Success Center's Guided Pathways work, Mitchell Community College selected a team to participate in the Academic Advising Cohort organized by the Advising Success Network and facilitated by NACADA. The team needed to consist of 3-4 members, one of whom needed to be in an advising leadership role. The team was committed to attend the following 5 cohort sessions: *Launch Event-Identify Equity Deficits; *Centering Equity in Policies and Processes for Holistic Advising; *Identifying Core Components of Holistic Advising; *Definitions, Roles, and Responsibilities; * Key Components of Advising Program Evaluation *These workshops were from January 2023 through May 2023.*

Admissions Department

Members of the Admissions Department attended took advantage of professional development opportunities to find additional ways we can promote equity and inclusion within our department. The team attended the following webinars and conferences during the past year: Challenges facing African American Students, LatinED, and The Power of Latinidad.

External Professional Development attended by Mitchell Faculty and Staff

Racelighting series hosted by Drs. J. Luke Wood and Frank Harris III, faculty at San Diego State University.

<https://racelighting.net/lesson-plan/>

Nov. 2022

How to Support FGLI Students with Peer Mentorship: A Partner Impact Webinar with Duke University
Nov. 30

Foster a Culture of Belonging, Campus-wide, Association of College and University Educators (ACUE)
Dec. 1

Jan. 26, 2023

Equity, Guided Pathways, Teaching & Learning, and Basic Needs Workshop
Emotional Intelligence & DEI

Presenter: *Keisha Jones, Director of Equity, NC Student Success Center, NC Community College System Office and Interim Dean, Enrollment, Engagement & Completion and Title IX Coordinator, Davidson-Davie Community College*

TYCA-SE (*Two-Year College English Association Southeast*) Conference in Chattanooga, TN
Socially Responsible Research and Projects: "Empowering Students to Make a Difference"
Inclusive Language: The Key to Facilitating a Culturally Relevant Classroom for LGBTQ+ Students

NC SSC Feb. 16, 2023 workshop

Advancing Equity Through Guided Pathways Series Discussion Guide #1: Institutional Self-Assessment for Equity

Nadrea Njoku and Deshawn Preston, Frederick D. Patterson Research Institute, United Negro College Fund & Rob Johnstone, NCII

Hudson County Community College, Center For Teaching, Learning, and Innovation

Teaching and Learning Symposium on Social Justice in Higher Education 2023

Monday, February 27–Friday, March 3, 2023

Everyday Racism in Work, Healthcare, and Everywhere Dr. Tyree Oredein
Intro to Advocacy- Racial Justice and Economic Justice

Racial Equity and Social Justice:

A President's Perspective

Dr. Mordecai Brownlee, Community College of Aurora, Colorado

Dr. Teik Lim, New Jersey Institute of Technology, New Jersey

Dr. Paula Pando, Reynolds Community College, Virginia

Dr. Deborah Preston, Mercer County Community College, New Jersey

Student Reflections: Madeline Dyer Madeline Dyer

A Panel Discussion Hudson County Community College

Graduate of DEI Student Passport Program

NC Student Success Center

April 20- *Wrap Around Services – Addressing Basic Needs that Become Nonacademic Barriers for Students*

Othering and Belonging Institute, University of California, Berkeley

Bridging Towards a Just, Inclusive, Pluralistic Democracy April 19, 2023

Re-entry Simulation

Hosted by the NC Department of Adult Corrections, representatives from Mitchell Community College participated in an interactive simulation focused on the first month of an individual working through the many choices and challenges faced when re-entering society after incarceration. This extremely eye-opening event calculates every simulated decision, risk or detail as having an effect on your character's life, ultimately leading to a successful re-entry or re-incarceration.

2022-2023 Library Staff EIC Workshops
Engaged but Not Invested: Practical Approaches to Educational Equity Toward All Students, virtual
Can we create healthier, productive and more inclusive libraries?
Jargon Free Libraries: Using the Language of our Patrons
Universal Design for learning and Why do We Need it Right Now
What to Know about Accessibility if You Work in a Library
Accessibility in Library Instruction & Programming
Taking Films on Demand Out of the Library
Bans, bans, bans...fighting to protect civil rights
Title IX for higher education
Title IX for higher education
NCCCLA conference
LatinX Connect Workshop
QPR-Questions, Persuade, Refer Suicide Prevention
Supporting the LGBTQ Student in the College Classroom

Tough Conversations and Leading from Where You Are
The Integration of Equity: Why it is Important and How to Achieve It
Embedded Tutoring Support
The Art of Storytelling from the World of STEM
Retire PDFs for ePubs (creating accessible materials)
Alt Text Webinar
Critical Cataloging with New Controlled Vocabularies (2 parts)

DEIJB External Professional Development Mitchell Representatives Presented:

May 2023- Rowan-Cabarrus Community College Summer Institute Facilitator: *Equity and Inclusion Strategic Planning- One College's Experience, Dr. Beverly Brown*

2.2 Clearly and proactively provide the community with resources related to equity and inclusion.

Student Services Division

*Student Services Division - Student Services Coordinator, Records Specialist, Admissions Specialist, Student Services Specialist, Financial Aid Specialist, Academic Advisor II, Student Services Navigator
Christian Mission Staff - Development Director*

Mooresville Christian Mission Partnership - Created a partnership with the Mission to increase awareness of educational opportunities to the community, and to provide referral for Mitchell students to community resources. The Mooresville Student Services staff met with a leader at the Christian Mission on Thursday, March 16, 2023 to tour the facility and discuss opportunities for partnership. A new program coordinator is being hired by the Mission with whom we will collaborate for future events. To benefit the Mission, the Mooresville campus and Student Services Division is currently having a clothing/sock drive to provide donations for items that are greatly in need at the Mission. The sock drive is ongoing through May 31, 2023.

Early Childhood Education Department

Early Childhood Education

Program Chair and faculty serve on the Iredell Special Olympics Steering Committee for Young Athletes.

Student Government Association

January 2023

- SGA did an MLK Dream Tree for students. Students, Faculty, and Staff were able to post their dreams and thoughts on a collective board.

February 2023

- SGA worked with a vendor in providing a Black History Month exhibit.
- SGA hung up Black History Month posters all in the Student Union.

March 2023

- SGA worked with a vendor in providing a Women's History Month exhibit.

Library

Library staff all played a part in this work; however, the following individuals are responsible for decision making and delegating duties within these departments:

1. Over the past year, the Library has added at least 48 books, 2 DVDs, and 1 database to its extensive and growing collection of materials that provide the community with resources related to equity and inclusion.
2. A Library staff member assisted the EIC by screening and providing feedback about “Healing from Hate,” a documentary that the Council considered incorporating into a professional development session.
3. A Library staff member periodically assisted current EIC Resource & Communications Committee members with updating the online EIC resource pages.

Library Acquisitions 2022-2023 with DEIJB content

Title	Author/Creator	Type
Digital Library on American Slavery	UNCG	Database
American Born Chinese	Yang, Gene Luen	Book
Among Women	Bernikow, Louise	Book
Anthology of American Negro literature	Watkins, Sylvestre C.	Book
Beloved	Touchstone Pictures, based on Toni Morrison novel	DVD
Their Eyes Were Watching God	Touchstone Pictures, based on Toni Morrison novel	DVD
Black Man in a White Coat: a Doctor's Reflections on Race and Medicine	Tweedy, Damon	Book
Black Voices from Prison	Knight, Etheridge and other inmates of Indiana State Prison	Book
The Bluest Eye: A Novel	Morrison, Toni	Book
Born a Crime: Stories from a South African Childhood	Noah, Trevor	Book
Class and Gender in Early English Literature: Intersections	Harwood, Britton J. & Overing, Gillian R. (editors)	Book
Color and Character: West Charlotte High and the American Struggle Over Educational Equality	Grundy, Pamela	Book
The Color of Law: A Forgotten History of How Our Government Segregated America	Rothstein, Richard	Book
The Craft of Ralph Ellison	O'Meally, Robert G.	Book
Created Equal: Clarence Thomas in His Own Words	Pack, Michael & Paoletta, Mark	Book
Creating Accessible Online Instruction Using Universal Design Principles: A LITA Guide	Lund, Brady	Book

Creating Inclusive Learning Opportunities in Higher Education: A Universal Design Toolkit	Burgstahler, Sheryl E.	Book
Eyes on the Prize: America's Civil Rights Years, 1954-1965	Williams, Juan	Book
Fearlessly Different: An Autistic Actor's Journey to Broadway's Biggest Stage	Rowe, Mickey	Book
Feminism for the Americas: The Making of an International Human Rights Movement	Marino, Katherine M.	Book
Four hundred souls : a community history of African America, 1619-2019	Kengi, Ibram X. (editor)	Book
Great Spanish and Latin American Short Stories of the 20th Century	Hiller, Anna E. (translator, editor)	Book
Harriet Beecher Stowe and American Literature	Moers,	
Hawaii's story by Hawaii's Queen	Lili'uokalani	Book
Heroism in the New Black Poetry: Introductions & Interviews	Melhem, D.H.	Book
The Hill We Climb: An Inaugural Poem for the Country	Gorman, Amanda	Book
I Am Not Your Perfect Mexican Daughter	Sanchez, Erika L.	Book
I Beat the Odds: From Homelessness, to the Blind Side, and Beyond	Oher, Michael	Book
If You Only Knew: Lessons from an Immigrant Teacher	Francis, Emily	Book
I, Too, Sing America; Black Voices in American Literature	Stanford, Barbara D.	Book
Lakota America: A New History of Indigenous Power	Hämäläinen, Pekka	Book
Modern Hebrew Literature: From the Enlightenment to the Birth of the State of Israel	Halkin, Simon	Book
On Juneteenth	Gordon-Reed, Annette	Book
The Penguin Book of Gay Short Stories	Leavitt, David & Mitchell, Mark (editors)	Book
The Penguin Book of Lesbian Short Stories	Reynolds, Margaret (editor)	Book
Preserving Our Heritage: The History of African Americans in Statesville & Iredell County	Unlisted	Book
Qur'an		Book
Readings from Negro Authors, for Schools and Colleges, with a Bibliography of Negro Literature	Cromwell, Otelia.; Dow Turner, Lorenzo; Dykes, Eva B.	Book
Short Stories in Spanish	King, John R.	Book
Solito: A Memoir	Zamora, Javier	Book
Song of the Sky: Versions of Native American Song-Poems	Swann, Brian	Book
The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together	McGhee, Heather	Book
A Su Salud. Cuaderno: Spanish for Health Professional	Cotton, Christine E.; Tolman, Elizabeth Ely; Mack, Julia Cardona	Book
Too Bright to See	Kyle Kukoff	Book

UDL and Blended Learning: Thriving in Flexible Learning Landscapes	Novak, Katie & Tucker, Catlin	Book
Universal Design in Higher Education, Second Edition: From Principles to Practice	Burgstahler, Sheryl E. (editor)	Book
Unspeakable: The Tulsa Race Massacre	Weatherford, Carole Boston & Cooper, Floyd	Book
Vamos a cantar: Songs of Spain and of the Americas, Together with a Supplement of Songs Popular in the Americas	Luce, Allena (editor)	Book
Wandering Jews: Global Jewish Migration	Ross, Steven J. (editor); Gold, Steven J. (guest editor); Ansell, Lisa (associate editor)	Book
Watercress	Wang, Andrea (author) & Chin, Jason (illustrator)	Book
While the World Watched: A Birmingham Bombing Survivor Comes of Age During the Civil Rights Movement	McKinstry, Carolyn Maull & George, Denise	Book
Womanblood : Portraits of Women in Poetry & Prose	O'Brien, Aline; Rasmussen, Chrys; Costello, Catherine (editors)	Book

New student orientation onboarding: Equity and Inclusion Content

PREVIEW MODE: This is a preview, and should be used for content evaluation only. Some features and styles may not act/look exactly the way they do on live site.

Equity and Inclusion

Our goal at Mitchell is for everyone to feel valued, heard, and respected, while providing opportunities to excel. With intentional, conscious effort, we strive to create the space for everyone in the college community to bring their whole selves to our campus, allowing them to become active and engaged. We will continue to honor differences in race, age, ability, education, gender, religion, sexual orientation, gender expression, and socio-economic level in order to achieve our goals.

Equity and Inclusion Council Mission Statement

"At Mitchell Community College, we believe an inclusive culture puts diversity into action by producing a climate of engagement and respect where an array of beliefs, interests, experiences, and perspectives are valued and utilized to achieve our goals. The Equity and Inclusion Council, with the support of the college administration, advises and recommends policy and practice on matters related to diversity, equity and inclusion."

The Equity and Inclusion Council includes faculty and staff members who serve 2-3 year terms. In addition to the larger Council, members serve on one of the following EIC sub-committees: Curriculum Infusion, Resources and Communication, and Events and Planning.

Our Equity and Inclusion [Strategic Plan](#), events, resources, and more can be found on the [Mitchell Diversity website](#).

Questions and suggestions may be made by email to EIC@mitchellcc.edu

I would like to learn more about Equity and Inclusion

Mitchell Diversity site: mitchellcc.edu/diversity

Resources including:

- Who and what is the Equity and Inclusion Council?
- Accessibility
- Classroom Equity
- First-generation Students
- Gender Equity
- Immigration & Intercultural Communication
- Intersectionality
- Library Resources
- Neurodiversity & Mental Health
- Racial Equity
- Workplace Diversity & Inclusion

Website updates- Currently, our website is undergoing a web platform upgrade to a technology that will allow us to make more relevant changes for our student populations. This includes a Google-powered translation button that converts sections of the website into other languages and an ADA accessibility button that transforms the site into various forms of readability depending on the user's needs. On our HR webpage, the College lists its non-discrimination statement and policy as an Equal Opportunity College and our Equal Access Policy. These policies are listed in English and in Spanish. Diversity training opportunities are listed under the Equity and Inclusion Council (Diversity) webpage. EIC shares these diversity training opportunities with faculty, staff and students.

Resource and Community Sub-Committee Email communications:

First Day of Muharram
Hispanic Heritage Month
Suicide Awareness Month
Black History Month
International Day for the Elimination of Racial Discrimination
World Day of Social Justice
Women's History Month
National Autism Awareness Month
Mental Health Awareness Month
Haitian Heritage Month

2.3 Reduce opportunity gaps in historically marginalized students.

Efforts used to improve retention and graduation rates for historically underrepresented and first-generation students

Free tutoring support

First-year experience programs

Early warning systems

Summer bridge programs

Campus-wide strategic retention plan for students

Pathway programs to 4-year institutions

Faculty Professional Development (see obj. 2.1)

Library and MIND Center

1. The MIND Center has continued to provide free tutoring services, both in the form of the MIND Center (peer-to-peer tutoring on an array of subjects) and Upswing (online tutoring support with professional tutors). These services provide students with both academic and social support, helping to forge relationships between students in need and students and professionals with knowledge to share that may otherwise never been formed.
2. The Library provides one-on-one research appointments for students to help when students are struggling in the area of research related to course assignments and topics.
3. The Library provides "Ask a Librarian" chat services to library patrons. Assessable directly from the library homepage so that any individual may chat with a librarian online virtually from any device.
4. The Library continues to provide a limited number of laptops and calculators for current students to borrow.

NCCCS Data: First-Year Progression/Persistence, Mitchell Outcomes

Index score by cohort for **Underserved Race/Ethnicity (URE)** Categories & Pell Recipients

Underserved race/ethnicities include Native American/Alaskan, Black, Pacific Islander, Hispanic, and Multiple Races

System Benchmarks:

*Met or Exceeded Excellence ≥ 1.067

*Above Average, Below Excellence 1.036-1.066

*Within Average Band 0.971-1.035

Fall 2020 URE Non-Pell: 1.037

Fall 2021 URE Non-Pell: **1.116**

Fall 2020 URE Pell Recipients: 1.003

Fall 2021 URE Pell Recipients: 1.029

First Year Progression Success Rate by URE Category

Non-Underserved Students

2020 72%

2021 72%

Underserved Students

2020 64%

2021 68%

First Year Progression by Sex and Race/Ethnicity

Black Women

2020 63%

2021 67%

Black Men

2020 38%

2021 **57%**

Hispanic Women

2020 73%

2021 73%

Hispanic Men

2020 75%

2021 69%

May 2023 QEP (Quality Enhancement Project) Status Update

Mitchell Community College's QEP, ExCEL, stands for "Exceptional Connections for Excellence in Learning." The purpose of the QEP is to enhance student success by improving academic advising, new student orientation, and the transfer student college success class (ACA 122: College Transfer Success). The main focus of these improvements is to make each of these services more relevant to students' academic success and career goals.

In Fall 2022 and Spring 2023, data collection and analysis for each cohort from 2018-19 (year one) through 2022-23 (year five) was completed to reveal the following:

- Percentage of students responding positively on survey questions about the helpfulness of New Student Orientation
- Percentage of students who met with a student services advisor at least twice during their first full semester

- Percentage of students indicating satisfaction with the advising process
- Percentage of students who completed ACA 122 with a C or better during their first full year
- Percentage of students with approved academic plan
- Percentage of students with a career goal recorded in AVISO
- Percentage of students with the perception that skills learned in ACA 122 will help them in their careers and/or education
- Percentage of students who completed ENG 111 with a C or better during their first full year
- Percentage of students who completed a college-level math with a C or better during their first full year
- Percentage of students who utilized the MIND Center, Upswing, and/or the Write Place after receiving an AVISO early alert indicating an F or D (during the same semester).
- Percentage of students with a sense of belonging on campus
- Percentage of students who feel they have received the information needed to make adequate progress

The next steps are to share the results of these data analyses with faculty and employees, gather insight on what these results imply, respond to the data with necessary changes and/or interventions, and complete the QEP Impact Report. These things will be the focus during the months of June, July, and August, 2023. The final draft of the QEP Impact Report will be written in August.

2.4 Advance a climate that fosters inclusion excellence by building and maintaining a culture and climate based on mutual respect and caring.

Gender-neutral bathrooms

Same-sex partner healthcare benefits for employees

Religious holiday exemptions for students/employees of non-Christian faiths

Mental health counselors

Instructional materials in accessible formats

Wheelchair-accessible curbs and ramps

Accessible online learning systems

Accessible online employment application

Training programs for faculty/staff/students in diversity and unconscious bias

Library

Library staff all played a part in this work; however, the following individuals are responsible for decision making and delegating duties within these departments:

Director of Library and Curriculum Support Services, Librarians

1. The Library has created many seasonal displays designed to recognize holidays, observances, and groups that are often marginalized in society. Examples of such displays include those created for Dr. Martin Luther King, Jr. Day, Women's History Month, Hispanic Heritage Month, Pride Month, Asian American and Pacific Islander Heritage Month, Black History Month, Mental Health Awareness Month, Native American Heritage Month, Kwanzaa, and Trans Day of Remembrance.

2. Professional Development-Professional library staff participated in the following professional development workshops. (See objective 2.1)

Public Safety Division, Criminal Justice Continuing Education Training, NC Detention Officer Certification Program, Coordinator

Provided resources to a student with dyslexia and coordinated with NC Sheriffs Standards for read aloud certification exam.

Accessibility Services

Coordinator for Accessibility Services

Assistant to Coordinator for Accessibility Services

Renovated Accessibility Services Department with new furniture and testing cubicles to provide a better environment for those who test with us. Collaborated with students to see how we can better accommodate them. Revised testing guidelines to better support our students. Recognized *International Wheelchair Day* with a wheelchair obstacle course and other information provided to attendees including vehicle adaptive accessibility.

Viola Parker Equity and Inclusion Awards Presented

Each year, Mitchell Community College recognizes individuals in the community and at the College who exemplify the life of Dr. Martin Luther King through their work for our community. The Equity and Inclusion Awards are named for the late Viola Kimbrough Parker, a former Mitchell employee and community leader who devoted her life to the betterment of all people. The annual Viola Parker Equity and Inclusion Awards are awarded to a Mitchell student, a Mitchell employee, and a person from the community. The award recipients were recognized at the annual Awards Day ceremony on Wednesday, April 26th at 11:00 a.m. in Shearer Hall.

Mitchell Employee: Candace Cooper

Mitchell Student: Selene Evangelista Sanchez

Community Member: George Melvin Clark

Two Student *Equity and Inclusion Council* Awards Presented, April 2023

Bailey Walls

Fred Lewis Brown IV

Annual Review of College Services - Student Survey 2021 and 2022 Comparison

Q How often do you feel a sense of belonging on campus?

2021

- 25% All of the time
- 37% Most of the time
- 23% Some of the time
- 16% Rarely or never

2022

- 29% All of the time
- 34% Most of the time
- 24% Some of the time
- 12% Rarely or never

Q How often do you feel a sense of belonging in your classes?

2021

- 36% All of the time
- 38% Most of the time
- 18% Some of the time
- 8% Rarely or never

2022

- 37% All of the time
- 36% Most of the time
- 20% Some of the time
- 7% Rarely or never

Q Student Services Advising

After I enrolled, Mitchell advisors were available to assist me with academic questions, changes of major, personal issues, etc.

2021

- 46% Strongly Agree
- 41% Agree
- 4% Disagree
- 3% Strongly Disagree

2022

- 47% Strongly Agree
- 36% Agree
- 4% Disagree
- 0% Strongly Disagree

Q Faculty Advising

My faculty advisor helps me plan for the proper courses for my major and career plans.

2021

- 44% Strongly Agree
- 36% Agree
- 2% Disagree
- 3% Strongly Disagree

2022

- 44% Strongly Agree
- 23% Agree
- 2% Disagree
- 2% Strongly Disagree

Q Course Registration

Class offerings are adequate to complete programs of study in a timely manner.

2021

- 35% Strongly Agree
- 53% Agree
- 4% Disagree
- 3% Strongly Disagree

2022

- 38% Strongly Agree
- 49% Agree
- 3% Disagree
- 1% Strongly Disagree

Q Technology Overview

Support for Open LMS is readily available to students

2021

- 45% Strongly Agree
- 39% Agree
- 3% Disagree
- 0% Strongly Disagree

2022

- 53% Strongly Agree
- 33% Agree
- 2% Disagree
- 1% Strongly Disagree

Q Facilities Overview

Mitchell provides an environment conducive to learning

2021

- 42% Strongly Agree
- 44% Agree
- 2% Disagree
- 1% Strongly Disagree

2022

- 49% Strongly Agree
- 32% Agree
- 1% Disagree
- 0% Strongly Disagree

Q Huskins Library Overview

Library staff are friendly, courteous, and helpful

2021

- 54% Strongly Agree
- 28% Agree
- 0% Disagree
- 0% Strongly Disagree

2022

- 60% Strongly Agree
- 26% Agree
- 0% Disagree
- 0% Strongly Disagree

Faculty and Staff Survey of College Services Campus Culture- 2020, 2021, 2022 data comparison

Students and student success are the focal points of all efforts of the college.

2020

- 54% Always
- 36% Often
- 10% Sometimes
- 0% Rarely
- 0% Never

2021

- 54% Always
- 37% Often
- 7% Sometimes
- 0% Rarely
- 0% Never

2022

- 57% Always
- 31% Often
- 11% Sometimes
- 0% Rarely
- 0% Never

We are a community college that respects and celebrates diversity and inclusion.

2020

- 46% Always
- 41% Often
- 13% Sometimes
- 0% Rarely
- 0% Never

2021

- 55% Always
- 26% Often
- 14% Sometimes
- 3% Rarely
- 0% Never

2022

- 60% Always
- 31% Often
- 9% Sometimes
- 0% Rarely
- 0% Never

We provide educational opportunities for those who might otherwise not have them.

2020

- 64% Always
- 27% Often
- 9% Sometimes
- 0% Rarely
- 0% Never

2021

- 59% Always
- 34% Often
- 4% Sometimes
- 0% Rarely
- 0% Never

2022

- 63% Always
- 29% Often
- 6% Sometimes
- 0% Rarely
- 0% Never

We provide our employees with a safe and supportive work environment with the opportunity to grow and learn.

2020

- 33% Always
- 43% Often
- 19% Sometimes
- 4% Rarely
- 0% Never
- 1% n/a or cannot evaluate

2021

- 45% Always
- 38% Often
- 11% Sometimes
- 2% Rarely
- 1% Never

2022

- 49% Always
- 34% Often
- 14% Sometimes
- 3% Rarely
- 0% Never

We demonstrate caring through attentive and responsive action to the needs of students and others.

2020

- 49% Always
- 36% Often
- 16% Sometimes
- 0% Rarely
- 0% Never

2021

- 45% Always
- 35% Often
- 15% Sometimes
- 2% Rarely
- 0% Never

2022

- 50% Always
- 35% Often
- 12% Sometimes
- 3% Rarely
- 0% Never

We demonstrate inclusion by seeking involvement and providing access for those with diverse backgrounds to work toward a culture of equality while maintaining differences in a peaceful way.

2020

- 46% Always
- 37% Often
- 11% Sometimes
- 3% Rarely
- 0% Never
- 3% n/a or cannot evaluate

2021

- 45% Always
- 33% Often
- 14% Sometimes
- 1% Rarely
- 2% Never

2022

- 50% Always
- 35% Often
- 15% Sometimes
- 0% Rarely
- 0% Never

Moving Ahead

Mitchell Strategic Plan

Beginning during the 2021-2022 academic year, the College launched a multi-year strategic planning initiative. During this time, faculty and staff participated in multiple small group sessions consisting of a review of our current strategic plan, brainstorming challenges and opportunities for our future, and determining patterns and repetition within the suggestions, reviewing all voices. The Aspen Institute College Excellence Program Framework for Student Success was used as the central focus for our planning. Equity is embedded throughout the process and is at its foundation.

One piece of this training involved collaboration with the Belk Center for Community College Leadership and Research. Selected faculty and staff received training related to strategic planning. During this process, faculty and staff evaluated several college's strategic plans in order to review best practices. We also reviewed our service area data to examine the needs of our community, including educational attainment, student demographics, outcomes, transfer data, and economic data. We discussed what our data told us about equity in learning, completion, transfer and our workforce.

We then considered our baseline data, gaps identified through disaggregation, and metrics for success. At the completion of our training and collaborative group meetings, faculty and staff compiled a suggested list of three overarching goals with related strategies which were presented to administrators moving towards the new Refresh, Reset, and Reconnect Strategic Plan which will be launched during the 2023-2024 Academic Year along with our updated mission, vision, and core values.