Community College of Aurora
Timeline of Equity Work

2012-2013
• Participated in the USC-Center for Urban Education Equity Scorecard process (Math and Advising)

2013-2014
• Implemented the Transfer Success Program
• Started talking with faculty about equity

2014-2015
• Cabinet created Equity, Diversity and Inclusion position (initially reported to HR)
• Distributed disaggregated data to faculty without an explanation or training
• Created the Equity, Diversity and Inclusion Council

2015-2016
• Rehired the equity position and changed the title to Special Assistant to the President for Inclusive Excellence (Reports to the President)
• Campus Climate Survey created and distributed
• Hired 3 adjunct instructors to analyze the qualitative data and write a report
• Created Inclusive Excellence Statement for the college
• Developed a web page for Inclusive Excellence
• Inclusive Excellence Campaign
• Implemented an Equity Leadership Academy (ELA) for department chairs
• Implemented a Responsive Programming Committee
• Began faculty and staff training
• Began presenting at New Employee Orientation about the concept of IE and shared information about our student equity gaps as well as ways to get involved with closing them
• Developed campus wide Inclusive Excellence training
• Applied for and received $10,000 from an innovation grant from the Colorado Community College System
• Trained in-house campus facilitators
• Partnered with the Aurora Chamber of Commerce with developing their Diversity and Inclusion Council

2016-2017
• Implemented Inclusive Excellence Champion Training (Cabinet, Leadership, and two staff cohorts)
• Offered ELA to full-time faculty
• Continued New Employee Orientation presentations on IE
• Implemented faculty and staff affinity groups (Latinx Faculty & Staff Association and Black Faculty & Staff Umoja)
• Developed an Inclusive Excellence Strategic Plan
• Offered Responsive Programming for current events such as police violence, the Dakota Access Pipeline, and understanding Executive Orders and the results of the election
• Achieved HSI Status and formed HSI committee
• Created Inclusive Excellence Student Council
• Reviewed HR hiring practices
• Collaborated with Office of Student Life with embedding IE awareness with new student leadership program
• Developed and Implicit Bias awareness training for search committees
• Began including a portion of the IE statement on every job description
• Joined National Center for Higher Education Management Systems’ Foundation for Student Success Equity Cohort (Mentor: Los Medanos College)
• Changed the name of the council to Inclusive Excellence Council
• Conducted implicit bias and social identity training for CCA’s behavioral intervention team
• Offered inclusive pedagogy trainings for full-time faculty and invited adjuncts
• Conducted student focus groups as a follow up to the climate survey
• Hired 2 graduate assistants to coordinate and conduct focus groups as well as translate the qualitative data and write up a report.
• Requested that cabinet members allocate funds from their budgets dedicated to IE
• Selected to receive $10,000 innovation funds through cabinet approval to use for operational budget

2017-2018
• Changed ELA Equity in Instruction Leadership Academy for full-time faculty and continued with this program
• Received $10,000 general funds for operational budget
• Vice President of Student Affairs allocated $4500 dedicated to programming
• Vice President of Academic Affairs allocated over $60,000 dedicated to professional development for faculty participating in the IE Council, Inclusive Pedagogy trainings, facilitators for the IE Champion training, and EILA
• Vice President for Institutional Effectiveness dedicated $500 for marketing materials
• Director of Human Resources allocated $5000 for professional development
• Approved 1 graduate assistant for hire at 20/hours a week for the academic year to support the IE efforts
• Trained additional facilitators for IE Champion Training Series
• Continued IE Champion Training
• Requested all full-time faculty member embed equity in each of their goals for their work plans
• Continued to offer inclusive pedagogy trainings with a focus on implementing strategies in the classroom
• Developed IE employee award criteria along with a rubric for recognition of commitment to IE work in different professional roles
• Revised existing CCA employee awards to embed equity, diversity, and inclusion in the criteria along with a rubric
• Developed monthly educational programs for students surrounding issues of social identities, difficult conversations, cultural appropriation, Ally Intervention Training, and contributions to Latinx and Hispanic Heritage Month as well as Black Heritage Month
• Hosted responsive programs to the DACA decision and provided resource information to students from a local law firm and local community organizations
• Hosted responsive programs on the history of confederate monuments and gun violence
• Conducted inclusive advising trainings for Pathways Advisors
• Continued New Employee Orientation presentations on IE
• Developed an organizational chart for the IE Council
• Conducted social identity and bias training for supervisors support group
• Began implementing IE strategic plan
• Piloted the Equity, Diversity, and Inclusion Rubric developed by New England Research Center for Higher Education
• Began creating revenue streams for the IE department with providing diversity, equity, and inclusion trainings for local community organizations
• Created a position for Training Coordinator for Inclusive Excellence
• Received grant funds to implement EILA for adjunct instructors and instructional coach for inclusive pedagogy and interventions
• Finalist for American Association of Community Colleges Advancing Diversity Award
• Recipient of Diverse Issues in Higher Education Most Promising Places to Work

2018-2019

• Hired a full-time Training Coordinator for IE
• Developed and implemented IE training for student employees
• Received an $8000 budget increase
• Utilized $20,000 grant funds from Foundation for Student Success for faculty IE projects as well as college-wide committees and employee affinity groups
• Hired an Inclusive Pedagogy Instructional Coach for the Department of Instructional Intervention & Support
• 34 instructors participated in EILA
• Sponsored 8 students to participate in a social justice retreat in collaboration with three partner institutions
• Student Counter-Narratives from English 122 courses incorporated into spring play and programming from IE Council
• Student-led programming resulted from participation in the social justice retreat “No Longer Invisible: Honoring Culture and History of Native Peoples”
• Hosted an Indigenous People’s Day celebration
• Second annual student climate survey disseminated
• D2L resource shell developed for faculty and instructors
• Cultural Competence was added as a revitalized institutional outcome for student learning
• College-Wide Professional Development Committee incorporated IE concepts into the college-wide PD day
• Revised performance plans for APT employees that include aspects of IE in performance responsibilities
• Continued to offer inclusive pedagogy trainings for faculty and instructors
• Continued to offer IE champion training for staff
• Continued to offer implicit bias training for hiring purposes