“Diversity is the one true thing we all have in common. Celebrate it every day.”

—Winston Churchill
Thank you for taking the time to review this inaugural Diversity Report. At Salt Lake Community College, inclusivity is one of our core values. We have made it an institutional priority to strengthen our culture of diversity and inclusion, both through policy, practice and in the classroom. It’s imperative that we actively seek and welcome a student body, faculty and staff who represent the diversity of our region, nation and world to prepare students to participate as global citizens.

The President’s Committee on Inclusivity and Equity developed this Diversity Report to showcase the wide array of diversity initiatives that we, as a campus community, have worked on over the past year. The report highlights various initiatives from our students, staff, faculty and community. Everything in the report is done with the intent to benefit students, which in turn benefits the broader community we serve. We are proud of the accomplishments that we have had over the last year. We also recognize that these are just milestones on our journey, not the finish line. We have more work to do and welcome the next opportunities for change and growth.

I encourage you to review this report with a sense of reflection on all that we have accomplished and an eye toward the future. This is a collective effort, and we all need to work together to make change in our community.

Thank you for your continued commitment to equity, diversity and inclusivity on campus. We know diversity enhances the richness of the educational experience and leads to understanding for and appreciation of the differences and commonalities in each of us. We can not do this without you.

Sincerely,

Dr. Roderic R. Land
Special Assistant to the President
Our Strength Lies in Our Differences

We at Salt Lake Community College believe diversity enhances the richness of the educational experience and leads to the understanding of and appreciation for the differences and commonalities in each of us. It is imperative that we actively seek and welcome a student body, faculty and staff who represent the diversity of our region, nation, and world to prepare students to participate as global citizens. Salt Lake Community College strives to create an equitable climate of learning, teaching and working for all demographics, cultures and abilities. We challenge and commit ourselves to identify and address inequality with civility and mutual respect to continually improve campus climate.
This is SLCC

SLCC Vision
Salt Lake Community College will be a model for inclusive and transformative education, strengthening the communities we serve through the success of our students.

SLCC Mission
Salt Lake Community College is your community college. We engage and support students in educational pathways leading to successful transfer and meaningful employment.

SLCC Values
We don’t just state our values; we live them through dedicated, collective effort. Our values ground our future endeavors and help us realize our mission of being an open-access, comprehensive community college committed to the transfer education and workforce needs of our students.

Collaboration
We believe we’re better when we work together.

Community
We partner with our community in the transformative, public good of educating students.

Inclusivity
We seek to cultivate an environment of respect and empathy, advanced by diverse cultures and perspectives.

Learning
We learn as a college by building outstanding educational experiences for students and by supporting faculty and staff in their professional development.

Innovation
We value fresh thinking and encourage the energy of new ideas and initiatives.

Integrity
We do the right things for the right reasons.

Trust
We build trust by working together in good faith and goodwill to fulfill the college’s mission.

SLCC HAS THE MOST DIVERSE STUDENT BODY IN THE STATE

56% OF STUDENTS ARE THE FIRST IN THEIR FAMILIES TO ATTEND COLLEGE

33% OF STUDENTS ARE AGE 20 AND UNDER
Inclusive Community

Autism Support Project
A series of workshops designed to support students on the Autism Spectrum at SLCC. Workshops were also provided to faculty and staff.

Religious Diversity and Awareness Month (February 2017)
Four events aligned with the interfaith month in Utah: 1. Speed faithing: Cultivating Safe Spaces for Religious Differences on College Campuses; 2. Inter-religious Conversations: “Women and Religion;” 3. Mind-body Research and its Implications for Health and Well-being; 4. Samba Fogo, a nonprofit cultural arts organization that performs and teaches Brazilian music and dance at many local schools, theaters, festivals and events in the Western United States.

SLCC Writing and Social Justice 2017
A panel discussed how citizens and students can spread the word about social justice. Turner Bitton, Utah Coalition Against Sexual Assault; Melissa Jensen, Utahns Against Hunger; Dr. Roderic Land, Salt Lake Community College; Kevin Miller, Salt Lake Community College.

EDI Grants
The Special Assistant to the President seeks to leverage faculty, staff and student-driven innovation to improve the recruitment and retention efforts of diverse faculty, staff and students. Known as the Equity, Diversity and Inclusion Grant (EDI), this initiative will challenge faculty, staff and students to conceive and implement projects that advance campus diversity.

Tanner Forum: SLCC Hosts Economy Expert, Author Robert Reich
Salt Lake Community College welcomed Robert Reich to the 2016 Tanner Forum on Social Ethics. Reich once served as Secretary of Labor and currently teaches public policy at the University of California at Berkeley. He took center stage in the Grand Theatre to “integrate three different ways of thinking” between politics, economics and ethics. Prior to his presentation, Reich participated in a forum and answered student questions on topics such as the national debt and the presidential race.

Funded in part by the O.C. Tanner company, the Tanner Forum enhances the College’s mission as a community-based learning institution by providing opportunities for students, faculty, staff and wider community to come together for the thoughtful examination of critical issues in contemporary social ethics.

Miller Business Resource Center
The Miller Business Resource Center (MBRC) offers a wide range of services and support to businesses and organizations within our community. With the assistance of community and industry partners, the MBRC is uniquely positioned to assist businesses and organizations with a wide range of solutions and resources. Home to the Goldman-Sachs 10,000 Small Businesses program, the Global Business Center, the Business Incubator, the Salt Lake Small Business Development Center, and the Park City Business Resource Center, no other business resource center in Utah provides the comprehensive level of support and expertise offered by the MBRC.

If you own a business or are a leader within a business organization, our goal is to provide you with the tools you need to succeed.

Visit mbrcslcc.com.
Women in Freedom Movement

This forum examined the Black Freedom Movement from the female perspective. The trailblazing contributions of Martin Luther King Jr., Malcolm X and Huey Newton are widely known. However, equally strong black women activists worked to educate and motivate people to embrace civil action, moderated by Michele Bratcher Goodwin, panelists Angela Davis, Kathleen Cleaver, and Margaret Burnham, shared memories of the Civil Rights Movement of the 1960s.

IMPACT:

The Grand Theatre was filled to its maximum capacity of 1,100 people. More than 100 students attended the panel on February 9, 2017.
Inclusive Students

Early Outreach Efforts
Targets underrepresented middle school students and families with college readiness workshops and community efforts.

Gear-Up Partnership Grant
A federally funded effort to work with low-income, underrepresented students to encourage high school graduation and college readiness.

Multi-Ethnic Student High School conferences
Targeting high school students for events matching their self-identified culture such as Pacific Island College Day, African-American College Day, Native American College Day and Hispanic/Latino College Day.

Dumke Center for STEM Learning
Located in the Science and Industry building atrium, the newly renovated Dumke Center for STEM Learning provides a learning commons to serve STEM students. The diversity component includes tutoring and peer learning for TRIO STEM students, meeting space for MESA/STEP, and advising for TRIO STEM students, among others.

Bruin Brains
The Bruin Brains Research Conference was the brainchild of a handful of TRIO STEM students, whose experiences as engineering majors at SLCC prompted them to support other students. They created an event to highlight diverse STEM student achievement while promoting inclusivity for all identities in every STEM-related discipline.

Last year students welcomed Morgan State University math professor Dr. Roni Ellington to the conference to speak about transforming STEM education to better serve diverse student populations. Students also had an opportunity to present their work and receive feedback from faculty and colleagues in preparation for the SME symposium. As a result, three TRIO STEM students placed 1st, 2nd and 3rd at the SME symposium the following week. Moving forward, TRIO STEM students were energized and saw a need to keep the discussion around diversity in STEM going, and have proposed that this year’s Bruin Brains Research Conference focus on gender diversity in STEM.

The ETS Grant
TRIO Educational Talent Search (ETS) College Bound works with students to achieve academic success and prepare for the college of their choice. The program is especially designed for students of families with low incomes or students whose parents have not received a four-year college degree.

Expanding Your Horizons
Expanding Your Horizons (EYH) is a one-day event that encourages girls in grades six to 10 to explore their interest in science, technology, engineering and mathematics (STEM), and provides positive female role models in STEM careers. We hosted our 5th annual SLCC-EYH conference March 11, 2017 at the South City Campus.
Agustin Bautista-Silva

Agustin Bautista-Silva is a student at Salt Lake Community College studying electronics engineering technology, a program that has driven him closer to his goal of becoming a professional in the engineering field. In fall of 2018, he will be the first in his family to graduate from college.

Agustin has worked in multiple departments at SLCC, starting in the First-Year Experience office as a peer mentor for the Bridge to Success summer program, where he supported new students as they adjust to college life. He later transitioned to the TRIO STEM office where he helped with recruiting and tutoring students in STEM fields. His work there was also instrumental in the success of the Bruin Brains Conference, that provides feedback to and supports underrepresented students in their research projects.

In 2017, Agustin rejoined the First-Year Experience office to supervise orientation leaders as they help new students get a successful start at SLCC. Agustin develops training programs and coaches employees on their journeys to becoming professional and skilled orientation leaders.

Agustin will be doing a yearlong internship with IM Flash starting January 2018, working on a joint venture between Intel and Micron. His short-term goals are to graduate from SLCC and continue with IM Flash. In his free time, he enjoys playing wallyball, watching Netflix and teaching his younger brother about robotics.
How TRIO STEM’s inclusivity mission is providing access and success for SLCC students

History of TRIO Programs

The TRIO programs were the first national college access and retention programs. TRIO began as part of President Lyndon Bain Johnson’s War on Poverty. The Educational Opportunity Act of 1964 established the first TRIO program known as Upward Bound. The Higher Education Act of 1965 created Talent Search. In 1968, Special Services for Disadvantaged Students was created. Special Services for Disadvantaged Students is known as Student Support Services today. Nationally, there are eight TRIO programs with seven programs serving program-eligible participants directly.

Mission

Achieve college access and success for low-income students, first-generation college students and students with disabilities.

Vision

Every young person and adult has an equal opportunity to prepare for, attend and graduate from college. Graduation from any category of postsecondary institution is achievable and not limited by economic status, family background or disability.

Source: Council for Opportunity in Education (COE)
Salt Lake Community College is host to the Educational Talent Search (ETS) College Bound, Student Support Services (SSS) and STEM programs. This narrative highlights TRIO SSS and TRIO STEM.

The TRIO Programs at SLCC expanded from two programs to three programs with the awarding of the:

- TRIO STEM Program grant award for 2015-2020 of $220,000 for each of the five years
- TRIO SSS Program grant award for 2015-2020 of $328,576 for each of the five years
- TRIO ETS College Bound Program grant award for 2016-2021 of $246,240 for each of the five years

The TRIO Programs Staff of ETS College Bound (Rosio Suarez & Cheryl Williams), SSS (Julie Jackman, Alicia Buxton, Daniel Saucedo) and STEM (Thanhtung Thantrong & Tanasia Valdez) completed their 2015-2016 Annual Performance Reports in meeting or surpassing their required objectives for continued funding.

In collaboration with the School of Science, Mathematics and Engineering, the TRIO STEM Program Manager, Thanhtung Thantrong, completed the first TRIO STEM Students’ Scholars’ Orientation on August 19, 2016 that recognized the first TRIO STEM/National Science Foundation scholarship award recipients.

TRIO STEM scholars and student staff, Agustin Bautista-Silva, Miguel Ruiz-Carpio and Davies Young were awarded Equity, Diversity and Inclusivity grants along with two other SLCC grants totaling nearly $10,000 to support their first annual Spring 2017 research symposium for underrepresented students pursuing degrees in Science, Technology, Engineering and Mathematics. In collaboration with the School of Science, Mathematics and Engineering, the TRIO STEM program participants planned, organized and coordinated their first conference titled “Bruin Brains” on March 24, 2017 highlighting underrepresented students’ research projects.

Fifteen TRIO STEM Scholars and program participants completed undergraduate research projects during 2016-2017 as a newly awarded TRIO STEM program.

Three TRIO STEM Scholars (Aubrey Lines, Junior Onyeagba, and Davies Young) presented their research at the annual American Chemical Society meeting in Spring 2017.

Three TRIO STEM students (Cristin Fail, Aubrey Lines, and Valeria Villegas) are competing for positions in the McNair Program at Westminster College.
A TRIO STEM student solves a math equation in the Dumke Center for STEM Learning.

In collaboration with the School of Science, Mathematics and Engineering, two TRIO STEM program participants, Miguel Ruiz-Carpio and Davies Young were speakers at the opening ceremonies highlighting the opening of the Dumke Center for STEM Learning on March 1, 2017.
Inclusive Faculty and Staff

Training: Universal Access Initiative
*Clint Stoker*

Universal Access Initiatives at the College help staff understand how students and others with disabilities learn and access information. Participants learn how to create documents and media using accessibility best practices to ensure access for everyone. Topics range from “creating accessible documents” to “video captioning” and universal design in the classroom. Workshops taken from this track also count toward the Universal Access Designation, a foundational training achievement for all faculty and staff. The Universal Access Designation consists of four core training sessions and a choice of two elective workshops that give participants information and practice in creating documents, courses, videos and other electronic communications in a way that is understood and accessible to all students, including students with disabilities.

LGBTQ+ Awareness Trainings
*Elisa Stone*

Ongoing workshops for students, faculty and staff on LGBTQ+ awareness.

Salt Lake Community College has a strong initiative to enhance the quality of life of lesbian, gay, bisexual, transgender, queer, and questioning SLCC students, faculty, and staff in an environment that is welcoming, positive, and safe, by increasing the SLCC community’s awareness, understanding, and inclusion of its lesbian, gay, bisexual, transgender, queer, and questioning members. We will achieve this mission by providing:

- Resources to LGBTQ+ students, staff and faculty
- Education on the terminology, the history and the current issues effecting the LGBTQ+ community
- Safe Zone training to faculty, staff and student organizations

Introduction to Criminal Justice
*Gary Cox*

This General Education/Diversity course explores the U.S. Criminal Justice system and pays significant attention to the problems of racial, gender, economic status and other biases in the justice system.

High Impact Practices (HIPs)
*Kati Lewis and David Hubert*

Salt Lake Community College (SLCC) is committed to fostering High Impact Practices (HIPs) throughout its curriculum. Identified by George Kuh and popularized through the efforts of the Association of American Colleges and Universities (AAC&U), HIPs are specific pedagogies that—when done well—have positive effects on deep learning, student retention and ultimately student success. They ask students to produce educationally purposeful work that is the result of sustained engagement with unscripted challenges, using active and self-reflective methods in realistic contexts and marked by formative and summative feedback from faculty and peers.

At SLCC, we have identified and defined the following 14 HIPs that we encourage faculty to use in their courses: First-Year Courses and Experiences, Common Intellectual Experiences, Diversity courses and Co-Curricular Projects, Service-Learning, Internship/Externship and Co-operative Education, General Education ePortfolio Capstone-in-Progress, Publication Studies Courses and Projects, Learning Communities, Collaborative Assignments and Projects, Inquiry-based research and scenario-based learning, Undergraduate Research, Global/International Learning, Capstone Courses and Projects and Writing Intensive Courses.
INCLUSIVITY CHAMPION

Prison Education
Marianne McKnight and Kurt Guner

The inaugural year of SLCC’s Prison Education Program has involved a steep learning curve and a massive amount of effort from school and prison administrators, only to find that the enthusiasm and energy of the students has exceeded our wildest expectations. After spending the fall semester recruiting faculty, testing students and preparing classes, we were able to launch six classes in the Utah State Prison in Draper (for Men: Math 980, English 1010 and Communications 1010; for Women: Math 980, English 1010 and Sociology 1010) and one in the Central Utah Correctional Facility in Gunnison (History 1510). Across the board, faculty have reported that students are engaged and passionate, going above and beyond their assignments to grapple with the material and connect it to their lives.

When this program was conceived, we assumed there would be challenges and setbacks. This program forces SLCC to account for a new type of student with different needs, both in the classroom and in the financial aid office. The Registrar, Admissions Office and Testing Center worked to find solutions and get our students enrolled. Our faculty adjusted for life on “the inside” by adjusting their classes to work without any internet access for students (no Canvas, no outside research, no YouTube videos, etc.). The result has been a smashing success, and we hope to expand and add more staff in the future to accommodate our growing student body.

PRISON EDUCATION PROGRAM AT A GLANCE

> **57** students currently enrolled in classes at the prison

> **OFFERING SEVEN CLASSES**
  three for men in Draper, three for women in Draper and one for men in Gunnison

> **CLASSES INCLUDE**
  Math 980, English 1010, Communications 1010, Sociology 1010 and History 1510

> **ALL TUITION AND OTHER FEES**
  are covered by state funding on a one-year, $200,000 grant

> Received an additional grant for next year: **$312,000**

> Students from the Communications 1010 class recently presented **THREE IDEAS** for improving the prison to the warden and other staff members
Open Educational Resource (OER)

The Salt Lake Community College (SLCC) Open Educational Resource (OER) Initiative, called OPEN SLCC, began in 2014 with the pilot of two math courses. The first semester was an unqualified success. Students in the pilot sections performed as well or better than students in comparable sections and they saved a significant amount of money. Instead of paying $100 to $200 for a math textbook, these students paid a $5 fee. For a community college student, $100 can be the difference between taking and dropping a course.

Since then, the initiative has grown to become a signature achievement at SLCC, which currently supports one of the largest single-college OER initiatives in the country, with significant OER adoption in math, English, history, political science, biology, sociology, business, education and the physical sciences. To date, 54,000 students have saved almost $5 million, with almost 1,500 OER sections being offered at SLCC. A faculty-led team at SLCC received a 2017 OLC Digital Learning Innovation Award for advancing undergraduate student success through the adoption of digital courseware.

SLCC Promise

In 2016, Salt Lake Community College’s SLCC Promise began with a pragmatic approach to combat what for many is the prohibitive cost of pursuing a college education. The idea is simple: remove economic barriers and help eligible, full-time students pay for their education by covering the cost of tuition and fees when federal grants fall short. Since its inception, more than 1,070 students have received over $1.2 million, with an average award of $757 per student. To be eligible for SLCC Promise funds, students first must exhaust other sources of financial aid, including federal Pell grants, VA chapter benefits, scholarships and other tuition waivers. With requirements to develop an academic plan in collaboration with an academic advisor, maintain a 2.0 GPA and attend full time, SLCC Promise is providing a pathway for students to succeed and complete their degrees at SLCC. The College won Envision Utah’s “Your Utah, Your Future” award, recognizing steps SLCC has taken to “advance quality growth principles” in Utah and to improve the lives of its residents.

Leading the SLCC Promise initiative is Eric D. Weber, Assistant Vice President for Student Services at Salt Lake Community College (SLCC). In his position at SLCC, he is responsible for the leadership, planning, and organization of the offices of Veterans Services, International Student Services, Testing Services, One Card Services, Site and Faculty Support Services and Childcare Services. Weber has been at SLCC 25 years, receiving four Innovation of the Year awards from different groups.

Heading up SLCC’s OER initiative is Dr. Jason Pickavance, the Director of Faculty Development and Educational Initiatives at Salt Lake Community College. Before moving into administration, he was an associate professor in the English Department where he taught courses in writing and literature. He was also President of the SLCC Faculty Senate from 2010 to 2012.
Glory Shekinah Stanton is a graduate from the University of Utah, where she obtained her Bachelor of Science degree in Health Promotion and Education (Pre-Medicine Emphasis) and a minor in sociology. After graduate school, she plans to pursue a career in medicine as a professor and research clinician in pediatrics. Her long-term goal is to create a philanthropic organization targeted toward the various systemic inequities affecting the youth in communities of color. She lives the Malcolm X philosophy “If you don’t stand for something, you’ll fall for anything.”

As the former vice president and treasurer of Delta Sigma Theta, Stanton worked closely with the Delta GEMS and Academy Programs, which serve as an educational and mentorship program for young underrepresented African/African-American girls, and she was responsible for keeping an accurate and organized ledger of the sorority’s finances and brainstorming productive ways to fundraise and earn money for their activities during the year.

As former president and vice president of the SLCC Black Student Union, Stanton led a project that sponsored an underrepresented middle school in Rockaway, New York just after the Hurricane Sandy destruction, and she initiated Real Talk Thursdays, which brought up critical current events in our society.

Stanton brought to SLCC keynote speakers for Black History Month and Women’s History Month. She also co-led students to bring about the college’s first “It’s on Us” campaign for SLCC, raising awareness about bystander prevention and campus sexual assault. At SLCC she served on the President’s Council for Inclusivity and Equity as a student representative. Her objective was to ensure that underrepresented student voices were included in the institutional decisions made by the college. She also helped organize and manage events at SLCC like the very successful Women in Freedom Movement in February, 2017.

Stanton was a founding member of the Multicultural Student Council, which still provides a platform and voice for students of color and other underrepresented students. The council also addresses the cultural concerns and barriers for the college’s underrepresented students in an effort to ensure their retention, graduation, transfer and overall success.

In collaboration with Carlos Moreno and other students, Stanton initiated efforts to transition the Multicultural Initiative Department into the Office of Diversity & Multicultural Affairs.

Stanton has been recognized as a Social Justice Advocate and presented with an “NAACP Excellence Award.”
Salt Lake Community College will celebrate its 75th anniversary in fall 2023. This milestone is a testament to past accomplishments and a catalyst for transforming the college in the future. We’ve come a long way since our founding as a small technical college in 1948. We now serve more than 60,000 students at 10 sites throughout the Salt Lake Valley.

We must continue to move forward in areas such as access, completion and equity, and collectively make progress on SLCC becoming more inclusive in our services, curriculum and hiring. Our shared values will ensure transformative educational experiences for the diverse communities we serve.

Salt Lake Community College will endeavor to provide accessible and affordable educational opportunities for its diverse communities and provide pathways for student success and completion. The following strategies will connect access with success for all students to achieve equity in student participation and completion:

- Increase outreach and recruitment efforts to underrepresented groups through community partnerships, including groups not officially measured at the institutional level.
- Increase financial support to underrepresented groups at SLCC through scholarships and other economic support mechanisms such as child care, transportation, Open SLCC (Open Educational Resources), etc.
- Increase academic support to underrepresented students through both Student Affairs and Academic Affairs.
“Coming together is a beginning. Keeping together is progress. Working together is success.”

—Henry Ford
Because SLCC is comprised of an array of individuals from all walks of life;

Because SLCC welcomes and celebrates the richness of our diversity; and

Because SLCC recognizes the benefits and value of diversity.

"I am SLCC" is a campaign to recognize and celebrate the diversity that makes up our student body, faculty and staff. We acknowledge and respect individuals and groups who shape the culture of our college and the broader community we serve. Salt Lake Community College is committed to and understands the benefits and value that diversity brings to our campuses.

slcc.edu/inclusivity/iamslcc