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# Antiracism Equity Framework

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Cultural Fluency, Equity, and Inclusion

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# Mission Statement



We provide the education, training, and support necessary for equitable participation in our society, economy, and democracy.

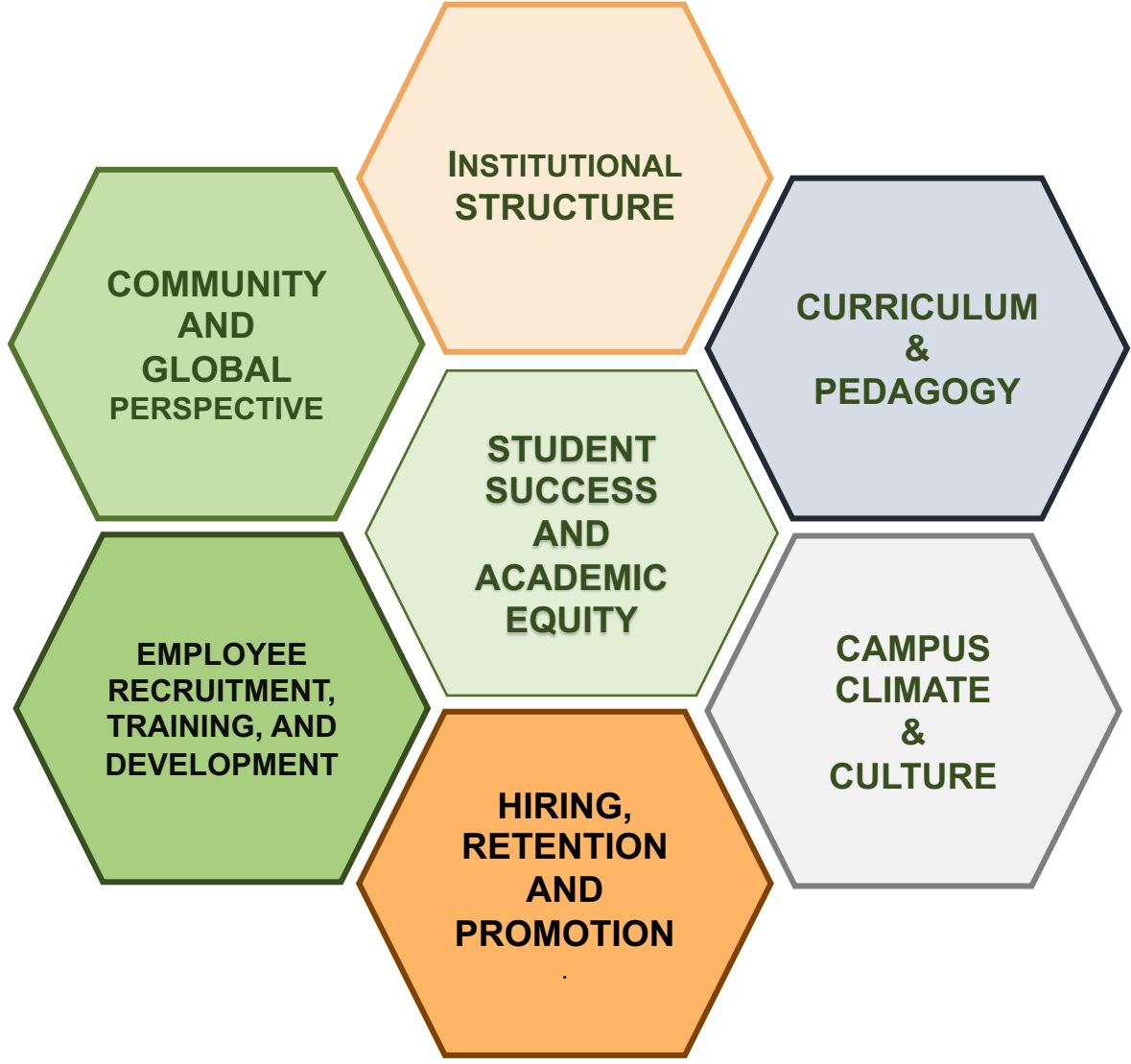
# Our Vision



*“We are a community of learners rooted in meaningful relationships where everyone belongs and thrives.”*

ST. CLOUD  TECHNICAL & COMMUNITY COLLEGE

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# Institutional Structure

## Commitment

We will evaluate our structures by auditing systems, policies, and procedures for racial bias and privilege and measure progress.



# Cultural Fluency, Equity, and Inclusion Informed Structural Assessment

Institute assessment protocols that include:

- Regular assessment of institutional policies, practices, and procedures regarding their impact on and consonance with SCTCC's cultural fluency, equity, and inclusion commitments.
- Participative strategic planning processes that are corrective as necessary and that embody accountability to underrepresented and marginalized communities.
- Reporting and sharing relevant data and communications across the college and to the greater community regarding the college's cultural fluency, equity, and inclusion commitments and performance.
- Ongoing funding sufficient to implement college cultural fluency, equity, and inclusion commitments.

## Curriculum and Pedagogy

### Commitment

We will prioritize equity-minded practices in teaching including the resources to support the work.



# Cultural Fluency, Equity, and Inclusion Informed Curricular, Pedagogy, and Teaching Tools

Bringing an anti-oppressive, race conscious emphasis through:

- Aligning curricular and pedagogy to achieve antiracist learning goals and outcomes
- Training and professional development opportunities for bringing an antiracism lens to curricular content
- Antiracism pedagogy, resources, and tools
- Participatory assessment designed for students, faculty, and staff

## Campus Climate & Culture

### Commitment

We will audit the institutional culture using data to revise policy and practices and inform institutional programming.



# Cultural Fluency, Equity and Inclusion Informed Campus Climate and Culture

Fostering an antiracism ethos and shaping a cultural ethos that support SCTCC's commitment through:

- Biennial audit of the institutional culture and climate
- Encouraging affinity groups for the entire campus community.
- Engagement of students in activities about race and racism to reduce the stigma, discomfort, and resistance to the topic and to raise awareness, understanding, and empathy toward productive interactions in the classroom and throughout the campus community.
- Development and training in emotional intelligence, and trauma-informed practices for health and wellness.

# HIRING RETENTION & PROMOTION

## Commitments

We will review policies to eliminate racism and improve practices for recruitment, hiring, retention, and promotion of employees, and students.

## Cultural Fluency, Equity, and Inclusion Hiring, Retention, and Promotion

Utilize an anti-oppressive, race-conscious lens through:

- Review of policies, procedures, and processes for recruitment, hiring, retention for faculty, staff, and students.
- Availability of toolkit for search committees and hiring managers.
- Comprehensive review of Affirmative Action plan accountability measures that direct efforts to remedy inequities.
- Professional development models: orientation/onboarding processes for administrators, faculty, and staff.
- Bias incident reporting that is transparent



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## Education Training Employee Development

## Commitment

We will move from cultural awareness and cultural competency to anti-racism and equity.

# Cultural Fluency, Equity, and Inclusion Informed Recruitment, Training, and Development

Introduce an anti-oppressive, race conscious emphasis through:

- The use of SCTCC Equity Scorecard and other disaggregated data.
- Providing suggested content for anti-racism training and education for students, faculty, and staff and other internal and external stakeholders.
- Defining antiracism and its values including equity, justice, inclusion, voice, respect and well-being.



## Student Success & Academic Equity

### Commitment

We will create equitable systems that promote academic equity and student success for historically marginalized racial and ethnic groups students inside and outside the classroom.



## Cultural Fluency, Equity, and Inclusion Informed Academic Equity

Strengthen SCTCC's efforts to ensure academic success, prioritizing historically marginalized racial and ethnic groups performance through:

- Creating sustainable, inclusive, equitable, culturally responsive, and supportive environments where historically marginalized racial and ethnic groups feel welcome, valued, respected, and seen.
- Seamless, equitable processes for admission, advising, testing, and tutoring that enhance student success.
- Improve student retention rates across all populations.
- Opportunities for student professional development.
- Curricular and co-curricular programs and services that enhance student success.

## Community and Global Perspective

### Commitment

To illuminate and address inequitable conditions (policies, and practices relating to both internal institutional and external interpersonal interactions) that affect the wellbeing of all members of the campus and community



# Cultural Fluency, Equity and Inclusion Informed Community and Global Perspectives

Fostering an antiracism ethos and shaping a community cultural ethos that support SCTCC's commitment through:

- Accountable partnerships with historically marginalized and underrepresented communities.
- Area public education partnerships (feeder pipelines), business community relationships, and non-profit connections.
- Providing resources for students and employees as global citizens
- Understanding the legacy of historical and contemporary practices of racism and discrimination in neighboring communities
- Making connections between local and global communities.