

College Spark Washington and Washington State Board for Community and Technical Colleges (SBCTC)
BIPOC Leadership Initiative Summary

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College Spark Washington and SBCTC are partnering to develop an initiative focused on building system capacity to support and sustain leaders of color in the CTC system.

Goal: Improve system capacity to recruit, sustain, and support the personal and professional development of BIPOC leaders at the student, staff, faculty, and administration levels.

Theory of Change: Coupling Community and Technical College (CTC) BIPOC leadership development strategies with supports and answerability for institutional change while building the EDI competency of CTC leaders will help the CTC systems recruit, grow, and sustain leaders of color and move the CTC system toward their stated racial equity goals.

What this will address

- Responsive to BIPOC voices (realities, challenges, needs) as they lead throughout the system;
- System-wide (SBCTC and 34 CTCs) support of leadership from multiple levels, positions, and people, to align efforts to becoming anti-racist leaders and institutions;
- Support and answerability to help make equity-focused mission statements and DEI plans actionable and measurable;
- Advance BIPOC student retention and completion rates by centering on students priorities, passions, needs, and sense of belonging;
- Move toward positive culture change that reduces BIPOC leadership burnout and churn.

Over the next 12 months, we will engage in a listening period that will lay the groundwork for a long-term (5-10 year) initiative.

- **Listening:** connecting with commissions/councils, equity-focused groups, and individuals engaged in aligned work to gather feedback and ideas;
- **Data gathering:** a third-party researcher will review data and gather perspectives on the 'State of BIPOC Leadership' in Washington's CTC system;
- **Forming an advisory group** to contribute to and be a sounding board for initiative planning;
- **Finalizing initiative details** based on feedback gathered during the planning year.

Intended strategies that will be implemented during this long-term initiative:

- **Growing Student Leadership:** Expanding and sustaining strategies that support the growth and voice of BIPOC student leaders;
- **Supporting Emerging BIPOC Leaders:** Supporting existing and in-development equity-focused leadership development strategies;
- **Building Colleges' EDI Leadership Capacity:** To better support and sustain BIPOC leaders, a central focus of this effort will be to provide resources, training, and support to a cohort of colleges engaging in equity-focused institutional change and building the EDI capacity of their college leaders, formal and informal;
- **Additional Strategies** may be identified during the 12-month planning period.

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