



Washington State Multicultural Student Services Directors' Council

2019-2021 WORK PLAN

The Multicultural Student Services Directors' Council is comprised of directors from the Washington State Community and Technical Colleges with the purpose of promoting greater institutional responsiveness to the Asian/Pacific, African American, Hispanic and Native American/Alaskan Native communities. The council established the following goals to ensure that authorized institutions continue to improve and expand services and programs to further meet the needs of students of color and the professional development of council members.

Goal 1: Advocate for Access, Persistence, Success and Retention for Students of Color and Their Intersecting Identities	
Strategies	Intended Outcome
<ul style="list-style-type: none"> A. MSSDC members serve as equity advocates on the Guided Pathways Steering Committees across the State. B. Interpret Guided Pathways -aggregate and disaggregate data through an equity lens. C. Assign "Safe Search Advocates" to hiring committees to increase diversity, equity and inclusion in hiring and retention practices. D. Partner with WSSSC and WACTC in the efforts to develop and retain <ul style="list-style-type: none"> a) Bias Based Incident Response Systems b) Student of Color Allocations 	<ul style="list-style-type: none"> 1. (A) 27 out of 34 CTCs will have an MSSDC Representative on their Guided Pathways Steering Committee by 2021. 2. (B) In collaboration with State Board, 27 out of 34 CTCs establish baseline equity data and report yearly data out to MSSDC. 3. (C) 30% of CTCs will research "Safe Search Advocates" programs and allocate funding to bring trainers to campus for training by 2021. 4. (D) 27 out of 34 CTCs will implement a BIRST system by summer 2020 and have an MSSDC Representative serving on the team.



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Goal 2: Sustain the Annual Students of Color Conference (SOCC) as a Student Success Strategy	
Strategies	Intended Outcome
<ul style="list-style-type: none"> A. Disseminate Students of Color Conference reports. B. Integrate data collection into the SOCC Planning Committee. C. Work with the Evaluation and Data Committee to include school information to use as a tracking method. D. Follow-up survey with advisors/MSSDC Representatives. E. Use student feedback to ensure conference programming is relevant. F. Alumni testimonials and spotlights. 	<ul style="list-style-type: none"> 1. (A,B, & E) Increase student learning of cultural competency through SOCC programming 2. (D &F) Increase student engagement with colleges and the greater community. 3. (C) Increase diverse student retention and enrollment.



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Goal 3: Receive/Provide Professional Development Across the CTC System	
Strategies	Intended Outcome
<ul style="list-style-type: none"> A. Create professional development opportunities at each MSSDC meeting B. Provide statewide trainings on topics such as; Undocumented Students/DREAMers, Bias, LGBTQIA+ and accessibility best practices. C. Train MSSDC Representatives on how to inject an equity and social justice lens on Guided Pathways steering committees. D. Establish collaborative partnership with CTC Chief Diversity Officers & MSSDC. 	<ul style="list-style-type: none"> 1. (A &B) Increase skill/tools across the system to implement and increase equity on our CTC campuses. 2. (C)Highly skilled/trained MSSDC representative on every guided pathways campus steering committee. 3. (D) Retreat with the Chief Diversity Officers to develop statewide equity strategies.