

Pikes Peak State College (PPSC) values the rich diversity of our students, staff, faculty, instructors, and alums. In alignment with our mission, vision, and values, PPSC is committed to fostering an environment of Inclusive Excellence where race, ethnicity, nationality, socioeconomic status, (dis)ability, gender, gender identity and expression, sexual orientation, religion, political affiliation, and other forms of difference do not create a barrier to access, opportunity, or representation.

“The vision and practice of Inclusive Excellence calls for higher education to address diversity, equity, and inclusion as critical to the wellbeing of democratic culture. Making excellence inclusive requires uncovering inequities in student success, identifying effective educational practices, and building practices organizationally for sustained institutional change.” *AAC&U n.d.*

PPSC is committed to shifting from a dialogue of awareness to a state of action. The Equity and Inclusion (E&I) Strategic Plan aligns with the college’s commitment to becoming an anti-racist organization by working to eliminate barriers and analyzing systemic inequities in policies, practices, procedures, and curricula.

This plan highlights these three strategic priorities:

1. Execute institution-wide initiatives that advance equity, inclusion, diversity, accessibility and belonging.
2. Promote inclusive excellence, which will include achieving and maintaining Hispanic Serving Institution (HSI) designation.
3. Collaborate with human resources to attract, hire, and retain a more diverse workforce for instructional and non-instructional staff.





Strategic Priority 1:

Execute institution-wide initiatives that advance equity, inclusion, diversity, accessibility and belonging (EIDAB). This includes implementation of an anti-racism framework to better serve underrepresented and historically marginalized groups who identify as BIPOC (Black, Indigenous, People of Color) and LGBTQ+.

PRIORITIES INCLUDE

- Create a culture of inclusion by improving a sense of belonging (engagement, connection, and communication).
- Enhance employee professional development on EIDAB.
- Add the EIDAB goal section to the annual evaluation form.
- Add EIDAB questions to end-of-course student evaluations.
- Increase the number of bilingual instructors and course offerings emphasizing Spanish.
- Promote inclusive and equitable learning environments.
- Identify and improve measurements to assess progress towards closing equity/attainment gaps.
- Provide institutional programming for instructional and non-instructional staff, including the president's executive leadership team.
- Work with the Marketing and Communications department to create an inclusive messaging campaign.



Strategy Priority 2:

Promote inclusive excellence, which will include achieving and maintaining Hispanic Serving Institution (HSI) designation and implementing strategies outlined in PPSC's Higher Learning Commission (HLC) Quality Initiative (QI) to better served Hispanic-Identifying and Latino/a/x students.

PRIORITIES INCLUDE

- Host cultural events for students and families throughout the academic year.
- Identify barriers for students and implement programs and interventions to improve student success.
- Develop a multi-cultural space with décor and activities designed for inclusivity.
- Provide students with holistic support (social, emotional, and academic) and wraparound services.
- Affirm and celebrate Hispanic/Latino culture.
- Apply for grants and other funding opportunities (local, state, and federal) to support Hispanic-identifying students better to include scholarships for students not eligible for state/federal funding.



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Strategic Priority 3

Collaborate with Human Resources on hiring and retaining a more diverse workforce to include both instructional and non-instructional staff.

PRIORITIES INCLUDE

- Hire a diverse workforce that represents the community and better represents the student body.
- Analyze and update recruitment, retention, and promotion strategies to minimize bias.
- Develop diverse search and screen committees and improve the training process for committee members.
- Include equity and inclusion goals on annual evaluation forms.
- Create consistent, effective, and inclusive onboarding processes.
- Ensure comprehensive training for supervisors on best practices for hiring, evaluating, and retaining diverse candidates.
- Ensure hiring practices align with the institution’s Instructional Equity Plan, Affirmative Action Plan, and Anti-racism Framework (NADOHE, 2021).

Key Terms

Anti “racist” is about opposing racism and promoting racial equality. Anti “racism” is the active process of identifying and eliminating racism by changing systems, organizational structures, policies and practices and attitudes, so that power is redistributed and shared equitably (MSU, 2021).

Hispanic—refers to a person with ancestry from a country whose primary language is Spanish. Latino and its variations refer to a person with origins from anywhere in Latin America (Mexico, South and Central America) and the Caribbean and/or Spain ([Garcia](#), p.1)

Hispanic-Serving Institution (HSI) is defined as an institution of higher education that is an eligible institution and has an enrollment of undergraduate full-time equivalent students that is at least 25% Hispanic students at the end of the award year immediately preceding the date of application.

Emerging HSI—Excelencia in Education has developed the eHSI category—institutions with undergraduate FTE Hispanic enrollment of 15-24.9%—to track the growth of potential HSIs. PPSC is currently an eHSI.