

Enrollment Division --Antiracism Update and Action Plan – September 2022

College Plan Goals

- Goal 1: Make diversity, equity, and inclusion central to College leadership
- Goal 2: Establish antiracism, equity, and inclusion as foundational to our community expectations
- Goal 3: Invest in student antiracism resources and efforts
- Goal 4: Support and engage all faculty and staff in antiracism work
- Goal 5: Make antiracism a central value in CC's academic and co-curricular programs
- Goal 6: Increase compositional diversity of CC community
- Goal 7: Make antiracism central to CC's communication

Goals 1 & 2 -- Establishing antiracism, equity, and inclusion as foundational to community expectations:

- Ongoing conversations continue surrounding our commitment to increasing compositional diversity while also adhering to a highly need-sensitive enrollment approach that requires maintaining a low discount rate and generating the requisite net tuition revenue to support 75% of the annual college-wide operating budget.
- We have revised our application reading and evaluation process to expand the awareness of and sensitivity to applicants from disadvantaged backgrounds to further value the lived experiences and/or challenges these students face. We will expand these efforts in AY 22-23.
- We have incorporated more extensive bias training for all of our full and part-time readers. We will expand these efforts in AY 22-23.
- In anticipation of a potential ruling before June 2023 on affirmative action by the Supreme Court of the United States (SCOTUS), we have begun evaluating all of our recruitment and evaluation practices. By June 2023, the Enrollment divisional leadership team will have, if required to do so by law, developed a plan to maintain our commitment to antiracism while employing a series of race-neutral recruitment, evaluation, and enrollment strategies.

Goals 3 & 4 – Investing in resources and efforts for students and engaging faculty and staff with this work:

- We continue to expand our financial aid counseling efforts and financial literacy programs for target audiences, including QuestBridge Scholars, Bridge Scholars, and international students
- We have created an extensive funding document and website to identify college resources and policies. First and foremost, this guide outlines expectations for students to acquire and maintain funding for need-based aid and self-help to meet the general cost of attendance, including tuition and fees, room & board, and/or travel, book & supplies. In addition, the website details potential sources of funding for other needs, emergency costs, as well as opportunities and experiences that students may choose to explore. We will continue to amend and enhance this document in AY 22-23.
- The Financial Aid Staff has been holding informal and formal gatherings and meetings with faculty and staff to outline expectations and opportunities to support student funding principles and guidelines. This is a critical step to ensure an equitable approach to access to such funding. The staff expects to have meetings with several department chairs, academic departments, and administrative offices in AY 22-23.

Goal 6 – Increasing compositional diversity within the student body:

Ongoing work with outreach and recruitment as well as our engagement with organizations within our industry:

- Continued conversations with campus partners about increasing our commitment to access and boosting compositional diversity. This includes modeling and aid budget considerations for funding a higher percentage of students on need-based aid as well as ensuring that our need-based aid packages are competitive within the marketplace.
- We continue to establish stronger partnerships with Community-Based Organizations in or near major cities that we draw from
- We continue to strengthen our membership with the QuestBridge organization
- We continue to expand recruitment events – both virtual and in-person programming – with other QuestBridge partner colleges
- CC became an inaugural member of the *College Greenlight Equity Collaborative*, a group of colleges that are engaged in early college awareness initiatives, advocacy webinars, and affordability studies. Data collection and analysis for this program is ongoing.
- We are in the first cohort of colleges to participate in the College Board’s Access and Diversity Collaborative. Data collection and analysis is ongoing.
- We continue to use the College Board’s *Landscape* tool to gain a broader understanding of school districts, high schools, and individual applicants
- We are analyzing our processes to determine the efficacy of race-neutral admission practices should the Supreme Court of the United States (SCOTUS) rule against affirmative action in 2023.
- We are exploring expanded partnerships with Community-Based Organizations (CBO’s), including the possibility of pipelines and MOU’s (AY 22-23)
- We aim to expand Summer Session offerings for target populations (Summer 2023 and 2024)
- In tandem with college-wide partners, we will enroll the first cohort of Stroud Scholars and prepare future cohorts to expand the pipeline to CC
- We hope to expand our partnership with the Davis United World Colleges program (June 2023)
- We are exploring expanding the Colorado Pledge program with the possibility of offering a similar program to non-Colorado students (June 2023)

Goal 7 -- Make antiracism central to our communication:

- We continue to update and expand our publications and websites include more extensive language describing and explaining our commitment to antiracism
- The Enrollment Division is partnering with the Marketing and Communication Division to more effectively tell our story as an institution committed to greater equity and access