

Cuyahoga
Community
College

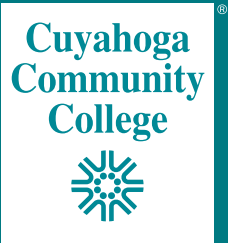


DIVERSITY REPORT 2023



A true mosaic of people who
contribute daily to create
a dynamic and rewarding
learning environment





Cuyahoga Community College

Cuyahoga Community College (Tri-C®) is Ohio's oldest and largest public community college. Since its inception in 1963, Tri-C has provided high-quality, affordable education and rewarding employment opportunities to more than 1 million individuals.

VISION STATEMENT

Cuyahoga Community College will be recognized as an exemplary teaching and learning community that fosters service and student success. The College will be a valued resource and leader in academic quality, cultural enrichment and economic development characterized by continuous improvement, innovation and community responsiveness.

MISSION STATEMENT

To provide high-quality, accessible and affordable educational opportunities and services — including university transfer, technical and lifelong learning programs — that promote individual development and improve the overall quality of life in a multicultural community.

DIVERSITY AND INCLUSION STATEMENT

Cuyahoga Community College is fortunate to have a true mosaic of people who contribute daily to create a dynamic and rewarding learning environment. Tri-C stands with the belief that diversity enriches not only the institution but society as a whole and is therefore committed to appreciating diverse perspectives and valuing the collective differences and similarities that make Tri-C a leading community organization.



Message from College President

As you read this report, consider three words: trust, respect and confidence.

As an institution, Cuyahoga Community College (Tri-C©) is responsible for creating a sense of all three within each person who walks through our doors.

They must trust that they will be treated fairly and with kindness.

They must feel respected — unashamed of their background, age, financial means, ethnicity, sexual orientation or gender identity.

They must be given the confidence to reach their goals. This only happens with trust and respect.

These three critical concepts must be woven into the cultural fabric of an institution the size of Tri-C. In the pages of this report, you will read about the steps we have taken — and continue to take — to ensure we build upon our values of trust, respect and confidence as we strengthen our commitment to diversity, equity and inclusion.

You will read about the yearlong Stand for Racial Justice Generational Trauma Speaker Series, which examines the trauma that prejudice and injustice have caused a variety of groups.

You will learn about the Tri-C Women's Summit, a highly anticipated annual event offering an inspiring and affirming experience for individuals of all gender identities.

You will discover more about our veterans' initiatives and community partnerships dedicated to diversity, equity and inclusion.

Tri-C continues to work tirelessly to remove barriers to educational access and ensure all who seek a better life can find it here. All of the events and initiatives outlined in this report help drive our College forward, in line with the three guiding principles laid out in my First 100 Days report — to be a values-centered, student-focused and purpose-driven institution.

We will continue to dedicate ourselves to building trust, respect and confidence among our employees, students and the community. We commit to this focus to maintain Tri-C as an asset for all who call Northeast Ohio home.

Michael A. Baston, J.D., Ed.D.
President, Cuyahoga Community College



Message from Executive Director, Diversity and Inclusion

At Tri-C, inclusive excellence is a journey, and we take it very seriously. We demonstrate this through our Collegewide efforts, as exemplified in this report.

As the largest community college in Ohio, our students and employees bring an array of perspectives, experiences and backgrounds, which is a powerful way to unlock new ideas and better understand their needs. That also means embracing diversity, inclusion and belonging and creating a future where everyone brings their authentic selves to school and work every day.

At Tri-C, we are proud that our diversity and inclusion efforts have been recognized. In 2022, we were voted as one of NorthCoast 99's Best Places to Work in Northeast Ohio and received the Great Colleges to Work For® recognition from ModernThink LLC. Additionally, the Commission on Economic Inclusion presented Tri-C with the Hall of Fame Award for Board Diversity. Finally, we received the national Higher Education Excellence in Diversity (HEED) award from *INSIGHT Into Diversity* magazine.

As we continue on this journey toward inclusive excellence, we are more committed than ever to being one of the leading higher education institutions that demonstrate diversity, equity and inclusion. I sincerely hope this report captures the spirit and impact of that commitment.

Magda Gómez, Ed.D.
Executive Director, Diversity and Inclusion
Cuyahoga Community College

2022-23 Diversity Report HIGHLIGHTS



– ModernThink



2022
Hall of Fame
Award for Board
Diversity —
Commission on
Economic Inclusion

Over 250
participants
at Third Annual
Women's Summit



Black
AMERICAN
COUNCIL
CELEBRATED
54 grads

and awarded over
\$61,000
in scholarships.



Hispanic Council
AWARDED
\$99,300
in scholarships to
112 Hispanic
students.

Office of Diversity and
Tri-C Foundation
AWARDED
10 students
\$1,000
LGBTQ+
scholarships.



Designated a
Military
Friendly School
by *GI Jobs Magazine*
FOR OVER A DECADE
and recognized as a
Military Friendly Spouse School



SERVES OVER
1,500
students and visitors with
DISABILITIES annually



ELEVEN
WIT
WOMEN IN TRANSITION
alumni


earned **16**
degrees and
certificates
this academic year.

Network of
Women

Purses With
a Purpose
DRIVE YIELDED

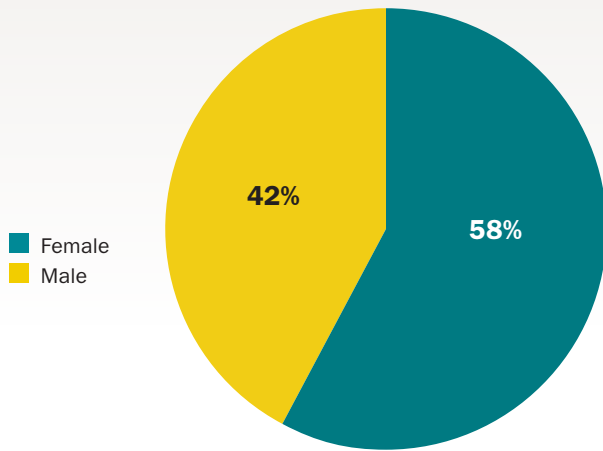


300 purses, feminine products,
toiletries and gift cards for the
Cleveland Rape Crisis Center.

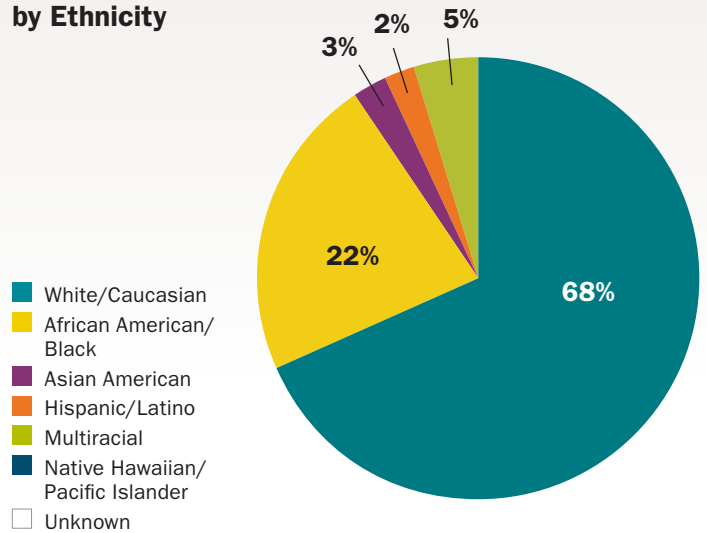
Total direct
spending with
diverse 
businesses
reached nearly
\$5 million,
and 12% of the
College's diverse
vendors held
contracts.

Demographics

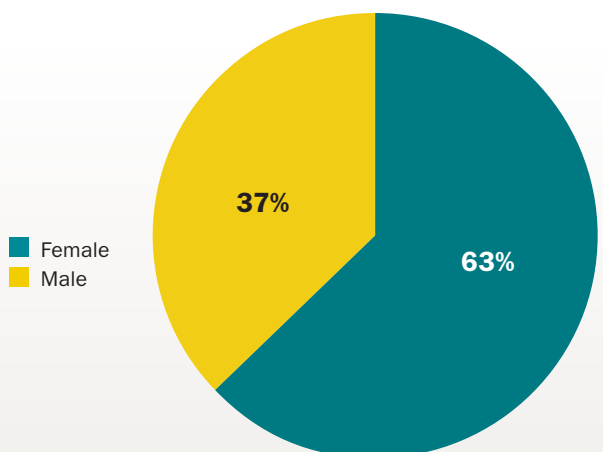
Employee Demographics by Gender



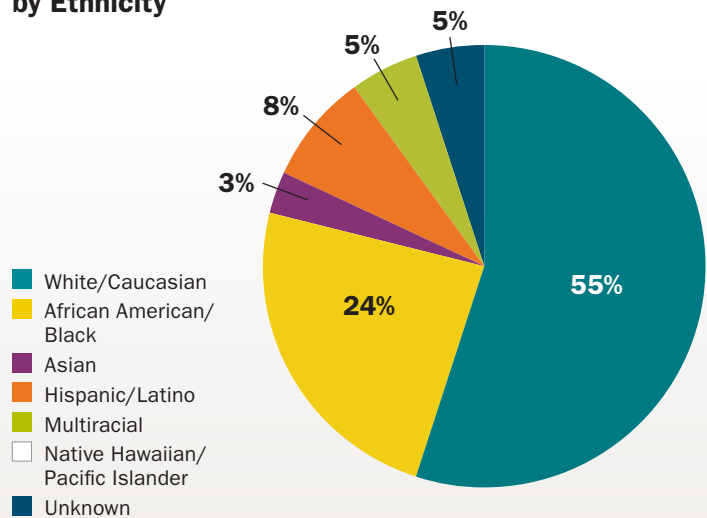
Employee Demographics by Ethnicity



Student Demographics by Gender



Student Demographics by Ethnicity



Student Demographics by Gender (Based on Fall 2022 full-time enrollment)

Diversity and Inclusion Initiatives and Resources at Tri-C



Stand for Racial Justice Alliance

The Stand for Racial Justice alliance is made up of faculty, staff, students and community members who work together to enhance and further develop the College's work in the areas of **training and education; College policies and practices; Collegewide events and activities; advocacy and calls to action**, including voter registration campaigns and efforts to support local minority-owned and operated businesses; and **community-based initiatives and events**, such as public forums and debates featuring diverse perspectives on matters pertaining to racial justice and social policy.

EQUITY | ACTION | HEALING | UNITY

View the **Stand for Racial Justice Playbook** including recordings of the following events at tri-c.edu/racialjustice.

2022-2023 Highlights

Food Insecurity: Advocacy 101

This virtual session outlined key pieces of state and federal legislation impacting food insecurity. Presenters from the Greater Cleveland Food Bank provided an overview of federal and state nutritional programs, the legislative and budget process, and strategies to convey the importance of these nutritional programs to elected officials.

The End of the Public Health Emergency and What It Means to Food Security

This session explored the impact of the Public Health Emergency (PHE) in the spring of 2023 and how policymakers, health and human service agencies and the public understand how the PHE's expiration will impact poverty and food insecurity.

Building Sustainable Communities

This discussion focused on the impact of reproductive rights legislation on BIPOC and LGBTQ+ communities. Participants learned strategies for building sustainable communities and advocating on behalf of others. Presenters included Black feminist, scholar and writer Stacie McCormick and D'Andra Willis, a full-spectrum doula and childbirth educator with The Afiya Center, a Dallas-based advocacy group.

The Gender Wage Gap: Women's History

This moderated panel discussion focused on the gender wage gap and its economic impact on women of color, from salary disparities to access to affordable housing, health care and child care.

Generational Trauma of Racism: African Americans

This moderated panel discussed the impact of racism on the African American community through the generations. Panelists looked at the historical context, long-term and current societal implications, and forging ahead for advocacy, change and ally relationships.

Generational Trauma of Racism: Asian American and Pacific Islander Community

This moderated panel examined the plight of the Asian American and Pacific Islander community in America, from internment camps to the level of violence arising since the pandemic.

Generational Trauma of Hate: LGBTQ+ Community

In observance of Pride month, this moderated panel discussed how the Stonewall Movement launched the fight for LGBTQ+ rights. However, campaigns for same-sex marriage legislation, affirmative identity pronouns, access to gender-affirming health care and sports participation are threatened by exclusionary state and federal legislation and hate crimes.

Advancing Women in Equity and Inclusion

Formed in early 2019, the Advancing Women in Equity and Inclusion Task Force provides students, faculty and staff of all gender identities with information, services, programming and gender equity training that address matters of particular concern to women.



Advancing Women in Equity and Inclusion



Visit our Virtual Women's Center at tri-c.edu/advancingwomen.

2022-2023 Highlights

Third Annual Women's Summit

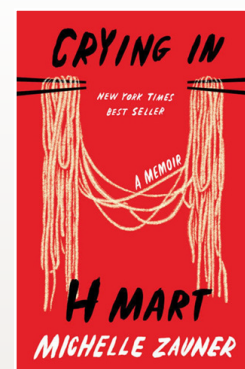
The third annual Tri-C Women's Summit, Women on the Rise, took place Friday, March 3, attracting over **250 participants**. The free event, which featured keynote speaker Tasha Baston and a panel of trailblazing women representing the College and community, included three concurrent breakout sessions focused on women's issues. It was an inspiring and affirming experience for all participants.



Common Reading Program

Tri-C's Common Reading Program builds community and fosters intellectual engagement by drawing faculty and students together to examine a common text. The program also creates venues for interdisciplinary learning as students explore the common text through different lenses in various classes and events across the College community.

The 2022-2023 Common Reading Program Committee examined the book *Crying in H Mart* by Michelle Zauner (of experimental pop band Japanese Breakfast). The committee coordinated live and virtual moderated discussions and engaged community organizations in dialogue about this powerful 2021 memoir, Zauner's unflinching account of growing up Korean American, losing her mother to cancer and discovering her true self.



Black American Council

Tri-C's Black American Council (BAC) was founded as the Black Caucus in 1969 with a mission to support and encourage students, faculty and staff of color to achieve their academic and professional goals. Though the Black Caucus became BAC in 2015, the focus remains on equity and inclusive excellence — particularly as it applies to Tri-C's students, faculty and staff of color. Active on all four Tri-C campuses, BAC served over **300 mentees in 2022-2023, with 163 faculty and staff serving as mentors.**



BAC celebrated **54 graduates** this academic year and awarded more than **\$61,000** in merit, honors and essay scholarships at the **33rd Annual Frances M. Franklin Scholarship and Protégé Luncheon on May 5, 2023** (the first held in person since 2019). These numbers speak to the success of BAC's mentoring program and the dedication of its students.

2022-2023 Highlights

The programming focused on topics ranging from self-development, student access and success, and motivating minority groups to share their voices as they approach learning and excel within the new normal.

Journaling and Meditation: A Self-Development Journey

The Minority Women's Leadership Initiative hosted this session, facilitated by Toni L. Pickens. The participants learned the basics of journaling and meditation and discovered the tremendous benefits of self-care and personal development.

How Black Women Changed the Face of Education in America

This session highlighted the explorational work of Brianna Rhodes during Women's History Month by discussing the students, mothers and activists involved in the landmark *Brown v. Board of Education* Supreme Court case.

Thurgood Marshall Oratorical Debate 2023

BAC, in conjunction with the Cleveland Alumni Chapter of Alpha Phi Alpha Fraternity Inc. (Delta Alpha Lambda), welcomed over 250 high school students to the Metropolitan Campus for the third annual Thurgood Marshall Oratorical Debate Black History Student Forum. This year's theme was *Politics and Democracy*, and the forum asked, "Is there more work to be done?"

The Black Scholars Academy and Minority Male Initiative

The Black Scholars Academy and Minority Male Initiative collaborated this academic year to launch BAC's Student Drop-In Center, a weekly virtual support group for students to share resources, participate in open discussions and support one another academically and personally. BAC leadership facilitated the virtual sessions.

African American Read-In (AARI) 2023

Eastern Campus Liberal Arts Professor Michelle Rankins and Student Engagement collaborated on the annual virtual AARI titled *Express Yourself! Celebrating Student Voices*. The goal was to provide a space for students to tell their stories and pair them with a poem, quote or short excerpt from a book by an African American author or their own work. The AARI is a nationally recognized cornerstone of Black History Month celebrations, created by the late Jerrie Scott-Cobb and sponsored by the National Council of Teachers of English. It celebrates the legacy of African American authors and promotes literacy in the community.

Roots of Social Justice Trip

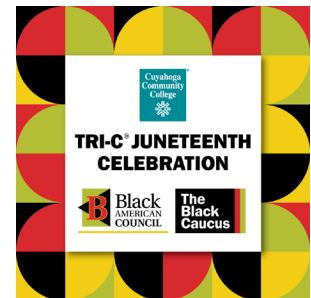
BAC students attended the Mandel Scholars Academy's annual spring break trip to Montgomery, Selma and Birmingham, Alabama, to learn about the history of civil rights in America. This life-changing experience inspired and motivated our students to keep pushing forward academically and personally.



Juneteenth Celebration

Tri-C recognizes Juneteenth and other major U.S. events that can bring us closer to our collective goal of inclusion, equality and justice for all. Throughout June, BAC collaborated with the Stand for Racial Justice Alliance, the Department of Student Engagement and the College's Employee Resource Groups to present and sponsor campus events and celebrations and encourage attendance at community-held programs throughout Cleveland and the surrounding communities.

Notable events on the Metropolitan Campus included a screening of *The Narrative: Let the Truth Be Told* and Q&A by producer, director and Tri-C alumna Ladosha Wright and a dance and drumming performance by The Djapo Cultural Arts Institute.



Hispanic Council

The Hispanic Council has been an integral part of Tri-C's equity agenda and inclusive excellence goals for 30 years. Created in 1992, the Hispanic Council facilitates initiatives to benefit Tri-C students and the Hispanic community, advises the College on Hispanic issues and serves as a liaison between the College and the Greater Cleveland Hispanic community.



The Hispanic Council offers bilingual assistance with admissions, registration, financial aid and career advising. It also connects students with Tri-C programs, services and faculty and staff who can address specific needs. The Hispanic Council staff interacts with students in person, by phone and through one-on-one coaching. Students receive a monthly e-newsletter to keep them updated on College deadlines, internship opportunities, scholarships and community events.

The council's unique case management approach provides students with a caring advocate at the College, a sense of belonging and wraparound support services. In addition to student services and events, the council maintains an affinity group of Hispanic employees who serve as volunteers for student events.

The Hispanic Council Scholarship Fund and Hispanic KeyBank Endowed Scholarship Fund allow the council to provide critical scholarships. This academic year, **112 Hispanic students** were awarded \$99,300 in scholarships.

The College's Hispanic student **enrollment increased by 5.2% for the Spring 2023 semester and 3.1% for the Summer 2023 sessions**. Community college enrollment nationwide declined during the COVID-19 pandemic, and enrollment for students of color was hit the hardest. Thanks to a grant from the Cuyahoga Community College Foundation, the Hispanic Council has been able to cover the cost of foreign high school transcripts, eliminating an extra step for students during enrollment.

2022-2023 Highlights

Hispanic Heritage Month Celebrations

- The Western Campus events included a collaboration between the Young Latino Network Takeover and Tri-C's Student Government on a panel presentation on community organizing. Additionally, the Office of Diversity and Inclusion sponsored an art workshop, *Build a Vejigante Wish Box With Artist Marilyn Oliveras*. Participants learned about the cultural significance of mask-making in Puerto Rico and the ceremonial use of masks during carnival celebrations.
- The Metropolitan Campus hosted the grand opening of the Multicultural Center with food demonstrations by Freshly Rooted, a Latina-owned small business, followed by a presentation titled *Exploring Mental Health Disparities Within BIPOC and Queer Populations* by Alejandro Martinez, a Latinx, bilingual speaker and psychotherapist based in Cleveland.
- Westshore Campus hosted a movie screening of Disney's *Coco* on the lawn of the SLT Commons.



Hispanic Education Conference

More than 75 students from the Cleveland Metropolitan School District (CMSD) and Brooklyn City high schools attended the Hispanic Education Conference at the Western Campus in Spring 2023. Participants took a campus tour, visiting the nursing lab, veterinary technology facilities, Key Bank Public Safety Training Center and Advanced Automotive Technology Center. The students learned about public safety careers from the Hispanic Police Officers Association. They also heard an inspirational story from Shaleika Vargas, a CMSD alumni who is now an attorney and owns a law firm in Cleveland.



Unidos por la Educación

The Hispanic Council and the Office of Diversity and Inclusion hosted a Hispanic Community Stakeholders luncheon and tour of the Alex B. Johnson Campus Center in December. Over 26 community agencies pledged to support Unidos por la Educación (United Together for Education).



According to U.S. Census data, a number of Hispanics have relocated to our region over the past 10 years. The largest population of Latinos resides in Cleveland and comprises about 13.1% of the city’s overall population, followed by inner-ring suburbs like Parma, Parma Heights and Brooklyn. Cuyahoga County’s Hispanic population grew by 36%, from 61,270 in 2010 to 83,327 in 2020, making up 6.6% of the total population.

The goal of Unidos por la Educación is to increase Northeast Ohio Hispanic/Latinx community members’ access to educational opportunities at the College, supporting the region’s economic growth.



Veteran and Military Connected Services

For 60 years, Tri-C has demonstrated its commitment to the men and women of the U.S. Armed Forces by providing access to affordable education and workforce training programs, enabling them to transition from military to civilian life successfully.



**Tri-C® is here
for veterans**

Tri-C has been designated a Military Friendly School by *GI Jobs Magazine* for over a decade and recognized as a **Military Friendly Spouse School**. Ohio is the first state to acknowledge collegiate institutions that support the military community, and Tri-C was pleased to be a member of the inaugural class of Collegiate Purple Star designees. We are honored to enter our second year as a Collegiate Purple Star institution.



Tri-C's Veteran and Military Connected Services program has a long-standing commitment to community outreach. We have dedicated personnel to provide refresher courses/tutoring to incoming veteran and military students to prepare them for college coursework. We also have an active presence at our local VA Medical Hospital, offering on-premises assistance with computers and internet access for patients and VA employees who may wish to pursue further education. We provide entrance assistance to individuals who have experienced challenges such as homelessness or legal difficulties. Locally, our legal system provides a specific court for veterans. We are directly involved with the officials there to enable a smooth transition into education for offenders looking to better themselves. Our demographics reflect our ability to support underrepresented and underserved populations. In order to serve the underserved, our staff reflects the diversity and visual representation of our students. Of the employees in this program, 50% represent a racial minority or an underserved population. Our veteran and military-connected student population is also diverse. During the past year, racial diversity was demonstrated with less than half of our veteran and military-connected population identifying as white (47%), while 37% identified as Black or African American, 10% as Hispanic and 4% as more than one race.

2022-2023 Highlights

Centers of Excellence for Veteran Student Success Grant

Tri-C was honored to receive the Centers of Excellence for Veteran Student Success from the U.S. Department of Education. This \$597,754 grant provides funding across a three-year period to support veterans' success.

Veteran Scholarships

Scholarship funding allows Tri-C to generously support veterans and military-connected students. This funding is critical for those whose military benefits have expired. During 2022-2023, nearly **\$100,000 was distributed to 86 veteran and military-connected students** thanks to the Tri-C Foundation.

Annual Veterans Day Commemoration

Tri-C's annual Veterans Day Commemoration returned as an in-person event. In collaboration with Student Engagement, events were held on each campus. The events included a presentation from veteran and Eastern Campus President Todd Kitchen, an interactive panel of veterans speaking about their Tri-C experiences, and creating thank you cards for veterans in our community.

At Cleveland City Hall, Julieann Chambers was honored as Tri-C's Student Veteran of the Year. As a former Marine, Chambers spent time stationed in Spain and Japan. She returned to Ohio and graduated from Tri-C in 2021. She is continuing her studies at Baldwin Wallace University while employed at Tri-C as a unit operations specialist II at Tri-C's Hospitality Management Center.



Julieann Chambers
2022 Student Veteran of the Year.

Annual Memorial Day Commemoration

The College's 2023 Memorial Day commemoration took place at the Western Campus on May 26. JaNice Marshall, vice president of Access and Community Connections, welcomed the attendees. A highlight of the event included a speech by student Peter Schmitt, a U.S. Army Veteran and Bronze Star recipient. Schmitt lost his original Bronze Star in a fire, and Western Campus Program Manager Matt Miller presented him with a replacement award during the ceremony.

The ceremony concluded with the traditional "planting of the poppies" event, with participants placing poppies in the Western Campus Veterans Memorial Garden following a reading of the poem *In Flanders Field*.



Women in Transition Program

The Women in Transition (WIT) program empowers women during periods of transformation as they pursue education, training and careers. WIT at Tri-C is the premier college and community program focused on women's growth and development throughout Northeast Ohio.

Eleven WIT alumni earned a combined **16 degrees and certificates** this academic year.

WIT offered on-campus and community programs in person and virtually, successfully serving **227** participants and celebrating **146** graduates during the fall and spring commencements. The program welcomed new partnerships with **The Haven Home and MetroHealth Access Center** and piloted a community-based program at the **Hitchcock Center for Women**.



2022-2023 Highlights

WIT Special Group Events and Activities

- WIT hosted a summer workshop on the Metropolitan Campus: *Restoring Mind, Body and Spirit in Summer 2022*. The program welcomed 102 participants, including WIT graduates and community members and featured Kimalon Dixon, senior project director at the Cleveland Foundation. Her testaments of healing, learning, growing and being revolutionary in the evolution engaged the participants. WIT graduate, Amy Ewing, led the crowd in chair yoga and meditation activities.
- In October 2022, 35 participants, including WIT alumni and staff, attended the Presidential Scholarship Luncheon. WIT alumni gathered with luncheon speaker Patricia Heaton and other guests for conversation and refreshments. The WIT program followed the theme of Patricia Heaton's book, *Your Second Act*. Additionally, WIT alumni networked with philanthropic partners, including Westfield Insurance.
- The WIT program incorporated yoga into the curriculum this year. While some participants were apprehensive, instructor Amy Ewing, a graduate of the WIT program, created a relaxed environment for the participants.



WIT Community Workshops at Esperanza

In September and October, 18 women participated in workshops at the Tri-C Access Center at Esperanza. The workshops, offered to the Hispanic/Latinx community, included assistance from translator Janice Taylor, also a graduate of the WIT program. Participants gained experience to help them in their next

steps beyond learning English. Several women previously had professional careers in their home country, including nursing, dentistry, aesthetics, entrepreneurship and architecture. Some wanted to continue their career fields here in the United States, but others wanted to transition to new careers such as special education and cosmetology. Some have experienced barriers, such as transferring their licenses to the United States, and others struggle with the language barrier.



Cleveland Council on World Affairs Visit

In April, representatives from the WIT program, the Hispanic Council and the Unidos Subiendo employee resource group hosted the Cleveland Council on World Affairs and a State Department Delegation on the topic *Higher Education in the United States: Innovation and Opportunities for Partnership*. The in-person exchange program featured eight participants from El Salvador, Honduras, Nicaragua, Panama and Venezuela. With the help of translators, we shared our knowledge and resources surrounding higher education. Tri-C is part of a multistate trip for the delegates. They also visited Kent State University and Case Western Reserve University before traveling to Texas.

Graduate Success Stories



Michelle Miller

“The WIT program was the catalyst I needed at just the right time! It helped me find the courage and encouragement I needed to say ‘yes’ to my long-postponed dream of returning to school to prepare for the third chapter of my life. I am proud to say I am now completing my third semester as a Tri-C student in the Interior Design program while maintaining a 4.0 GPA. I plan to graduate in May 2024. Through the WIT program, I found inspiration and friendship in my fellow WITsters that continues today.”

Debbie Ayres-Farnham

“When I joined the program in June 2016, I was looking for something — just not sure what it was. I spent six weeks learning about personal development, career exploration, educational and career paths. The big thing for me was self-esteem and self-image. Getting my GED has been a long journey for me, but I never gave up. The beautiful ladies at WIT gave me the tools I needed to be successful. Even after leaving the WIT program, the staff was always there when I needed a question answered.”



Robin Lacey-Dillard

“I am so happy that I took part in the WIT program because it helped me regain the confidence to do many things. I learned so much from the teacher, speakers and my fellow classmates. More importantly, I was given the space and tools to learn, grow and love myself. Soon after WIT, I met with a counselor and began taking classes after more than 15 years of being away from Tri-C. I graduated in December 2022, and I am currently taking classes to complete my certificate in Conflict Resolution and Peace Studies at Tri-C. I was also accepted into CSU’s Urban Studies program!”

Reach Scholars



Tri-C® Reach SCHOLARS

Tri-C recognizes that many individuals who have experienced foster care face barriers to making the transition from high school to a successful postsecondary experience. Since 2015, the Tri-C Reach Scholars program has connected these students to college and community resources — including mentoring and emotional support — to ensure that each scholar progresses toward degree and certificate completion. Staff and faculty mentors represent various areas of the College, including financial aid, enrollment, counseling, student life, TRIO and BAC. The program is housed in the Youth, Adult and Community Connections unit, overseen by JaNice Marshall, vice president of Access and Community Connections.

In addition to one-on-one and group mentoring opportunities, Reach Scholars provides an array of services, including triage around financial aid and emergency support for books, technology transportation, food and housing insecurity. The staff works closely with College and community partners, such as Cuyahoga County Children and Family Services, the Metropolitan Housing Authority and the YWCA of Greater Cleveland's A Place 4 Me.

Future goals include increasing the graduation rates of students who have experienced foster care and creating seamless pathways to transfer and career opportunities. The College is working closely with local and statewide advocates — including the state government — to increase support for this vulnerable population.



2022-2023 Highlights

- The College hosted Early Thanksgiving in partnership with the Community of Hope Cleveland, bringing together current and former foster youth and volunteers to support and celebrate one another as they transition successfully to independence.
- Reach Scholars promoted Ohio Department of Higher Education funding for short-term workforce certificates for in-demand jobs, such as 911 dispatch, EMT and information technology. These short-term certificates provide opportunities for Reach Scholars to earn family-sustaining wages while completing a degree.
- Reach Scholars collaborated with the Cuyahoga County Department of Children and Family Services and Bessie's Angels — a local nonprofit that provides housing and services to young women who have experienced care — to host monthly meetings connecting scholars to resources and housing and offering ongoing support.

Collaborations and Partnerships

Internal Tri-C Partners

[Student Financial Aid and Scholarships](#)

[Tri-C Counseling](#)

[Student Life and Engagement](#)

[TRIO Student Support Services](#)

[TRIO Educational Opportunity Center](#)

[Black American Council](#)

[Hispanic Council](#)

External Community Partners

[Cuyahoga Children and Family Services](#)

[Ohio Reach](#)

[Ohio ETV](#)

[Job Corps | Cleveland](#)

[Community of Hope](#)

[Bessie's Angels](#)

[Cuyahoga Metropolitan Housing Authority](#)

[YWCA Greater Cleveland — A Place 4 Me](#)

Student Accessibility Services

Tri-C serves **more than 1,500 students** and visitors with disabilities annually. Students choose Tri-C for its continued commitment to serving their needs. Founded in 1979, Tri-C's **Student Accessibility Services** (SAS) office supports students with disabilities at any campus, site or location, including online students. Common disability types include learning disabilities, sensory limitations, psychiatric conditions, physical mobility conditions and chronic health issues. All matters related to a person's disability are kept confidential.

Opportunities for Ohioans With Disabilities Partnership

College2Careers (C2C) at Tri-C offers additional resources to students with disabilities. Opportunities for Ohioans With Disabilities is a state agency that helps individuals with mental health disorders and/or physical, intellectual and sensory disabilities get and keep careers. The C2C counselor visits every campus and collaborates with SAS advisors to provide access to job training, resume development and other job-related needs. The counselor has worked with more than 100 students to date.

Student Success Stories

Sarah Bullington

Sarah Bullington is completely blind, but she doesn't let that discourage her from achieving her dreams — whether that includes making jewelry or getting a college degree.

Bullington graduated from Tri-C in Spring 2023 with a Business Management degree. She is currently starting a nonprofit jewelry business, Busy Bee Missions. She hosts monthly craft shows to raise funds for local nonprofits, such as Feeding Medina County and Cups Café, a faith-based nonprofit organization supporting individuals struggling with food insecurity or homelessness or who need social support and engagement.

In August, Bullington will begin a nine-month course with Leadership Medina County, where she will learn more about the county, poverty, agriculture, environment, quality of life and state and local government.



Kristen Massey

As a child with ADHD, Massey did not have access to support and resources. Kids like her were considered “the bad kids.” At school, she studied harder than her peers and had a fear of failure.

Today, she is pursuing an Associate of Applied Business at Tri-C with a concentration in Captioning and Court Reporting. She began her college journey in 2021 at 47 after experiencing financial insecurity during the COVID-19 pandemic. At Tri-C, the staff provided her with the help she needed during the enrollment process and beyond. All of her questions were answered, and she was given extra time as needed. She credits her SAS advisors, whom she calls her angels. They provided her with learning resources, including a care plan with tools to help her reach her full potential.

“When I began this journey two years ago, I could not have imagined earning a 3.9 GPA. I have grown so much since starting my college journey. I am on the right road, achieving the best version of myself. I could not have done this without the wonderful people at Tri-C.”

Lambda Gender-Sexuality Alliance (GSA)

Established in 2004, the Lambda Gender-Sexuality Alliance (GSA) is a student-led group that works to educate the College community on gay, lesbian, bisexual, transgender and straight ally issues. Its mission is to create an accepting environment on campus and in the broader community, so everyone can feel comfortable and supported.



2022-2023 Highlights

- GSA celebrated the 35th Annual National Coming Out Day with Collegewide informational events and a celebration at the Western Campus Multicultural Center.
- Trans Day of Remembrance was marked with student-created displays at each campus, recognizing the lives lost this past year to acts of violence against the trans community.
- Pride Month was celebrated with the Annual Pride in the CLE, with dozens of Tri-C employees and students participating in the march and hosting a booth to promote Tri-C's commitment to full diversity and inclusion.
- Lavender Graduation, a recognition of our LGBTQ+ and Allied graduates, was once again marked by rainbow stoles worn at commencement.



Safe Zone Ally Training

Safe Zone Ally Training is a two-hour workshop that builds awareness on topics related to sexual orientation, gender identity and gender expression. It includes an overview of LGBTQ+ research and data, along with awareness-building activities, relevant resources and suggestions for discussing these topics. More than **1,400** employees and students have attended Safe Zone training since 2004.

2022-2023 Highlights

Updated Online Training

Both the student and employee versions of our online Safe Zone Ally Training module were updated with interactive videos and review components to gauge and strengthen participant knowledge. Over 120 employees and students have taken the online training during this past year.



Community Training

In response to ongoing demand, a public-facing community Safe Zone Training was launched this year to meet the need for free, accessible public training. Organizations from all over Cuyahoga County, including health care, insurance and academic settings, have already taken advantage of this service to our broader community.

Employee Resource Groups (ERGs)

Sexual Orientation and Gender Equality Council (SOGE)



SOGE

Sexual Orientation and Gender Equality Council

Established in Summer 2015, the Sexual Orientation and Gender Equality (SOGE)

Council strives to educate, advocate, support and create a safe space for all forms of sexual orientation, gender identity and gender expression. During the 2021-2022 academic year, SOGE revised its long-term strategic plan to expand its role at Tri-C. These changes are designed to institutionalize events, such as National Coming Out Day, Trans Day of Remembrance and Pride Month, as official College programming. SOGE continued to grow its membership through outreach with the Joint ERG Council and the Office of Diversity and Inclusion. Ongoing collaboration with the Safe Zone program, Lambda GSA groups and the Office of Diversity and Inclusion focused on the College's goals of creating a more inclusive and supportive environment for LGBTQ+ employees and students.

2022-2023 Highlights

Lavender Graduation

Pride stoles were introduced last year, and their popularity has grown. Student participation and recognition increased this fall and spring, solidifying this first step in the establishment of Lavender Graduation at Tri-C.

Joint ERG Council

SOGE worked alongside BAC, Hispanic Council, Unidos Subiendo and the Military and Veteran ERG to prepare and release Collegewide statements in honor of Juneteenth and Pride Month. This ongoing collaboration recognizes the intersections and overlap of the myriad groups that make Tri-C a mosaic of diversity.

Lambda Gender-Sexuality Alliance (GSA)

SOGE continues to support Lambda GSA by facilitating student-driven volunteer and social opportunities. (See the Lambda section for information on 2022-2023 activities.)

Student Centers for Multicultural Engagement (SCME)

SOGE participated in program planning for the Student Centers for Multicultural Engagement, including revising the SCME mission to reflect the true diversity of the Tri-C community.

LGBTQ+ Scholarships

- Distributed **six \$1,500 scholarships** in collaboration with the Office of Diversity and Inclusion and the Tri-C Foundation
- Partnered with Parents, Families and Friends of Lesbians and Gays (PFLAG) Cleveland to support and promote their annual scholarship for Tri-C students



Tri-C Network of Women

Tri-C's Network of Women is an ERG for women employees that provides a space for professional development, advancement, work-life balance and networking at all levels. It fosters a culture of inclusive excellence in which women feel welcomed, supported, celebrated and empowered to reach their personal and professional potential.



Network of Women

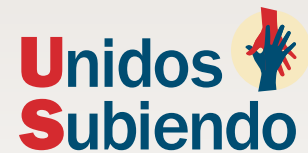
2022-2023 Highlights

- In October, the Network of Women hosted a virtual workshop titled *What is Imposter Syndrome? How Can It Limit Your Possibilities, Professionally and Personally?* Facilitated by Rhonda Fabrizi, an assistant professor of English at Tri-C, nearly 100 participants engaged in learning, including strategies for overcoming imposter syndrome.
- In January, the Network of Women hosted a speed networking event called *Redefining Success on Your Own Terms*, where female executive leaders at the College shared their expertise with about 75 employees, offering helpful tips for growth and advancement at Tri-C and beyond.
- During the spring, the Network of Women coordinated a Collegewide purse drive, *Purses With a Purpose*, to support the Cleveland Rape Crisis Center Human Trafficking Drop-in Center. The drive received overwhelming Collegewide support, yielding 300 purses, feminine products, toiletries and gift cards.



Unidos Subiendo

Unidos Subiendo (“Together We Rise”) is Tri-C’s Hispanic ERG. Its mission is to attract, develop, retain and promote advancement for Hispanic and Latino employees while raising cultural awareness in the workplace.



Unidos Subiendo champions and promotes an environment of leadership and inclusive excellence, where all Hispanic and Latino employees feel welcomed, valued and empowered to reach their fullest potential.

Objectives

- Create a sense of belonging among Hispanic/Latino employees through networking and mentoring opportunities.
- Connect Hispanic/Latino community members to career opportunities at the College.
- Leverage community partnerships for mutual support while helping to facilitate positive change through education.

2022-2023 Highlights

- Members of the ERG participated in the beautification of Roberto Clemente Park in July 2022.
- During the fall, the ERG hosted “Cafecito” virtual sessions with our campus presidents to learn about their career journeys and how to support the College in our employee recruitment efforts.
- The ERG hosted a virtual visit from Ray and Patty Esparza from the Mexican Committee of Cleveland to learn about the organization’s mission of promoting Mexican art and culture and identifying resources and social research to support the Mexican community in Northeast Ohio.



Military and Veterans (MAV) ERG

The Military and Veterans (MAV) ERG was developed in response to a survey of veteran employees that indicated a desire for networking, professional development and mentoring opportunities among military peers. To date, Tri-C has **112 veteran employees**.



MAV fosters a culture of inclusive excellence in which veteran and military-connected employees feel welcomed, supported, celebrated and empowered to reach their personal and professional potential. It offers camaraderie, leadership opportunities, mentoring support and opportunities to dispel myths around the military experience while elevating Tri-C's brand as a veteran-friendly employer.

2022-2023 Highlights

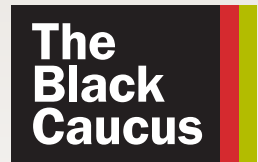
Supporting Veteran Faculty, Staff and Students

- Hosted group hikes in Cuyahoga Valley National Park during the summer
- Held Campus and Community Beautification Days and volunteered with the Kids Book Club with other ERGs
- Visited the Christmas Story house and museum
- Held an end-of-year celebration, hosted by veteran and Eastern Campus President, Todd Kitchen



Black Caucus

Founded in 1969, Tri-C's Black Caucus advocates for and promotes the well-being and success of Black faculty and staff with a focus on recruitment, retention, learning and advancement.



The Black Caucus offers:

- Networking opportunities
- Professional development
- Leadership preparation and opportunities
- Peer mentoring
- Employee advocacy and retention
- Recruitment activities
- Community service opportunities

2022-2023 Highlights

- The Black Caucus grew in membership and met virtually every fourth Wednesday of the month. Our goals this year focused upon getting more acquainted, implementing group and peer mentoring and hosting more events to expand our internal and external outreach.
- We began a book club and explored opportunities with external Black employee resource groups; encouraged group completion of the Tri-C DEI Certificate; implemented service projects; and offered professional and personal support. We were fortunate to have guest speakers and enjoyed hearing from Tri-C President Michael A. Baston during the May 2023 meeting.

Joint ERG Council Community Service Project

In February, members of all five Tri-C ERGs came together to sort and box books at the Kids Book Bank as a joint Community Service Project. The effort helped the organization in its mission to foster literacy and a love of reading for children in need through collaboration with community partners.

Visit tri-c.edu/ERG to learn more about Tri-C's ERGs.



Office of Institutional Equity and Compliance/Title IX

Discrimination and Harassment

The College is committed to creating a workplace with an educational environment, benefits, programs and activities free from discrimination, harassment and retaliation based on an individual's protected status related to race, color, religion, sex (gender/gender identity or expression, sexual orientation, pregnant or parenting status), national origin, military status, disability, age and/or genetic information.

To ensure compliance with the federal laws (Title II, Title VI and Title VII of the Civil Rights Act of 1964; Title I, Title II and Title V of the Americans With Disabilities Act of 1990; and the Americans With Disabilities Act Amendments Act of 2009; and Section 504 of the Rehabilitation Act of 1973), the College has developed procedures to provide a prompt, fair and impartial process for those involved in allegations against students and employees pursuant to the College's policy on discrimination, harassment, sexual misconduct, retaliation and Title IX.

Complaints regarding discrimination, harassment and retaliation can be made in person, by mail, phone, email or online to the Office of Institutional Equity (OIE) (see contact information below). OIE will promptly, thoroughly and equitably investigate and resolve allegations to stop, remediate and prevent discrimination, harassment and retaliation violations. The discrimination, harassment, sexual misconduct, retaliation and Title IX policy and procedure is available at tri-c.edu/policies-and-procedures.

A physical copy can be obtained by contacting the College's Office of Institutional Equity.

For more information, visit tri-c.edu/OIE.

Title IX

Title IX of the Education Amendments of 1972 states: "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."

Tri-C does not discriminate on the basis of sex in any of its education programs or activities, including admission and employment. Inquiries about the application of Title IX may be referred to the College's Title IX coordinator, who also serves as director of Institutional Equity.

Any person may report sex discrimination, including sexual harassment (whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment) in person, by mail, phone or email to the Office of Institutional Equity.

The full discrimination, harassment, sexual misconduct, retaliation and Title IX policy and procedure is available at tri-c.edu/policies-and-procedures.

Visit tri-c.edu/OIE for more information.

Diversity and Inclusion Award

The Tri-C Diversity and Inclusion Award recognizes the achievements of College employees who advance equity, diversity and inclusion — above and beyond their scope of work — through outstanding dedication and excellence in providing services for diverse populations, fostering an inclusive work environment (both in and out of the classroom) and/or addressing equity.

The following employees have made meaningful contributions toward diversity and inclusion at Tri-C.

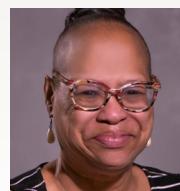
Congratulations to our 2023 Diversity and Inclusion Award recipients:



Kellee Ellis
Assistant Professor,
Counseling,
Westshore Campus



Julia Krevans, Ph.D.
Associate Professor
of Psychology,
Western Campus



Carol Stennis
Coordinator,
Television &
Media Services,
Metropolitan Campus

Past recipients:

Lisa Belcher-Nelson, Phyllis Dukes, Michael Flatt, Susan Lohwater, Cory Molner, Mick Munoz, Michelle Nicopolis, Johnie Reed, Jacques Smith, Monica Starks, Amanda Fronek, Sylvia Royle, Eunice Cabrera and Derrick Williams.

Diversity Recruitment and Retention

The College remains diligent in its efforts to recruit and retain ethnically, racially and gender-diverse instructional faculty, utilizing more than 45 diversity-related sources to post administrative, faculty and staff positions. Collegewide relationships established by faculty, staff and ERGs also help recruit a talented and inclusive team.

The concepts of diversity and inclusion are also discussed with faculty and staff members at New Employee Orientation.

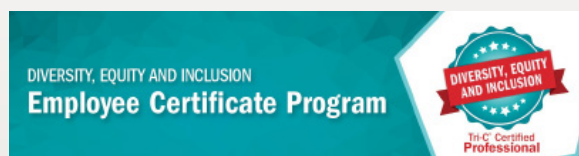
Diversity and Inclusion Training

The College fosters professional development by offering a plethora of face-to-face and online training opportunities for administrators, faculty, staff and students. These include:

- Implicit Bias and Microaggression Awareness
- Making Campus Safe for LGBTQ+ Students
- Discrimination Awareness in the Workplace
- Americans With Disabilities Act Overview
- Gender Equity Training
- Safe Zone Ally Training
- Title IX
- Disability Awareness and Etiquette

For a full list of professional DEI professional development offerings, visit tri-c.edu/diversity-resources.

Tri-C launched the new Diversity, Equity and Inclusion (DEI) Employee Certificate Program in June 2022. The DEI certificate program represents a significant step toward strengthening Tri-C's culture of diversity, equity, inclusivity and respect.



The program utilizes a four-tiered learning framework to actively engage each employee in their DEI professional development. Employees must complete the entire curriculum and build actionable goals to apply what they have learned to earn the certificate. This year, **357 employees** enrolled in the program, and **107** successfully completed.

Supplier Diversity

Tri-C is committed to supporting the Greater Cleveland economy by giving suppliers equitable opportunities to provide goods and services. As such, all suppliers — including small business enterprises and women, minority, LGBTQ+ and veteran-owned businesses — are invited and encouraged to do business with us. We recognize our suppliers as a key source of knowledge and rely on them to help us improve the quality and value of services provided to our students.

In fiscal year 2022, the College introduced its FY 2022-2026 Supplier Managed Services Economic Inclusion Plan. The plan seeks to strengthen and develop relationships with diverse businesses by providing access to resources and information on Tri-C's procurement process and to more fully integrate the College's diverse professional relationships into its day-to-day business operations.

The Economic Inclusion Plan has two overarching goals:

- To increase the number of diverse suppliers with contracts and purchase orders by 5% annually
- To increase touch points and connections with diverse suppliers by five each year

Tri-C is achieving these goals by employing several strategies and initiatives that support the College's commitment to inclusive excellence in procurement, including:

- Scheduling meetings with key vendors to discuss increased engagement of diverse suppliers
- Continuing to host and attend vendor fairs and other diversity events statewide
- Scheduling quarterly meetings with prospective new diverse vendors
- Creating a Collegewide task force to discuss inclusive excellence goals and how each department can help achieve them
- Increasing overall spending with diverse suppliers

The College has completed the first year of the Supplier Managed Services Five-Year Economic Inclusion Plan with great success. At the end of the fiscal year, 12% of the College's diverse vendors held contracts, and total direct spending with diverse business reached nearly \$5 million. Additionally, the strategies employed to increase the College's engagement with the diverse business community in FY22 resulted in a 10% increase of the number of diverse vendors engaged, surpassing the College's goal of a 5% increase.

Diversity Categories

MBE: Minority Business Enterprise

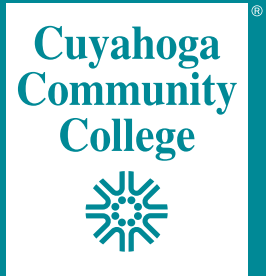
WBE: Women-Owned Business Enterprise

VBE: Veteran-Owned Business

SBE/CSB/SDBE: Small Business Enterprise/Cleveland Small Business/Small Disadvantaged Business Enterprise

College Awards

- 2022 Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity*
- 2022 NorthCoast 99 Award from ERC
- 2022 Great Colleges to Work For® recognition from ModernThink LLC
- 2022 Hall of Fame Award for Board Diversity from the Greater Cleveland Partnership's Commission on Economic Inclusion



tri-c.edu/diversity