

# B.U.I.L.D.



Members of 2022-23 B.U.I.L.D cohort made their group presentations and will graduate from the program on May 26.

The **Broadening Understanding, Intercultural Leadership and Development** program (B.U.I.L.D.) is a nine-month cohort-based program designed to develop intercultural competency and equity in leadership amongst Clark College staff, faculty and students. The program encourages the students to explore power, privilege and inequity and their implications through awareness, learning and practicing social equity.

Vanessa Neal, Interim Vice President of Diversity, Equity & Inclusion/Diversity, said, "I am so excited to celebrate the Purple Cohort of the B.U.I.L.D. program. I lift up and celebrate the great learning experience and connection within this program, not only as the leader of ODEI, but also as a participant. I am joined by President Edwards, Dr. Cruse, Sabra Sand and Calen Ouellette in team seven of the Purple Cohort."

She added, "This Friday, we will celebrate all graduates of the Purple Cohort and I look forward, with great anticipation,

to seeing how folx put theory into practice for the benefit of the College and student success!”

Below are this year’s seven teams of the B.U.I.L.D. Purple Cohort and their projects:

**Team: Megan Jasurda** (DSS), **Mike Law** (ODEI), **Sandra Bush** (Dual Enrollment)

**Project:** Disability Awareness training module

Created a new training, “Disability Awareness” via Canvas. They are proposing the training be made available to all new Clark employees. It covers basic information about what “disability” means, breaks down ableism, provides strategies for allyship, and shares resources for those who have questions about either accommodations, or who want to learn more.

**Team: Nick Luisi** (Nursing), **Lana Strickland** (ODEI), **Laura LeMasters** (Athletics)

**Project:** Equity in Healthcare presentation

Created a detailed presentation covering some inequities within the Nursing department – disparities in representation in the field and in the program, barriers to success and enrollment, and strategies to support systemically non-dominant students in the program. This group also presented challenges that students athletes face, including the need for an athletic trainer, and the increasing demand for mental health support among student athletes.

**Team: Jill Forgash** (ODEI), **Tracy Eyler** (CFS), **Gerald Gabbard** (HR), **Vanessa Watkins** (Entry Services)

**Project:** PPI Reflection and Application tool

Developed this tool for managers to use to encourage their teams to be strategic in deciding which PPI trainings to

attend. The tool can be used for notetaking and provides a discussion guide for folx to share their learning with their teams, and to find strategies to apply the learning to their positions.

**Team:** Julie Austad (CLASS), Charlie Sheese (eLearning), Darci Feider (HR), Rhianna Johnson (Guided Pathways)

**Project:** Clark Accessibility Checklist and Resource Guide

Developed a reference tool for folx to use as they develop materials for their work. The document provides details, guidelines and best practices for accessibility, contact information for people at the college who are experts, and creates a volunteer network of folx willing to be checkers. This document will be made available to all employees and will be updated as more resources are developed and found.

**Team:** Eben Ayers (Security), Carol Hsu (Engineering), Kathy Chatfield (eLearning), Katia Quintero (ODEI), Alex Kison (Career Services)

**Project:** "Good Talk: A Memoir in Conversations" by Mira Jacob

As a group, they read and met monthly to discuss this book. Each group member shared takeaways and insight from this graphic memoir. As a result of their positive experience, the group plans to start a book club in the Fall to be open to all members of the college community. The first book will be "Good Talk."

**Team:** Dr. Karin Edwards (President), Calen Ouellette (Foundation), Vanessa Neal (ODEI), Sabra Sand (Operations), Dr. Michele Cruse (Student Affairs)

**Project:** Confluence: Culture of Clark College

Examined the culture of Clark College through data collection and metrics. The goal is to develop strategies to better help

people understand our values, while also making human connections.

**Team:** **Nicole Harris** (ODEI), **Cath Keane** (Career Services), **Kayla Demaray** (Financial Aid), **Sandy Foster** (OOI)

**Project:** Navigating Career Paths event

Developed a plan to create a new event, Navigating Career Paths, focused on supporting systemically non-dominant students with networking opportunities, panels, and strategies to build social capital. Set for October 2023, this event will contribute to efforts to boost systemically non-dominant student recruitment and retention.

**Learn more:**

- Because B.U.I.L.D. is a leadership and development program, the true value is the inward reflection needed for outward action and commitment to diversity, equity, inclusion and anti-racism work.
- As with most leadership development programs, a foundational component is learning that before one leads others, there is great importance in leading oneself. This means intentional self-reflection to better understand one's values and beliefs while also doing internal work to expand knowledge and understanding to grow.
- During the B.U.I.L.D. program, participants complete a series of ODEI workshops to build knowledge and skills toward equity leadership and intercultural competency.
- Upon completion of the program, folx are expected to serve as equity ambassadors in their respective areas to advocate that policies, processes, procedures, decision-making, communications, and services are developed, implemented, and assessed equitably and in ways that center student and employee populations that most often experience inequitable outcomes in learning and

workplace environments.

- The ODEI team adds graduates to a B.U.I.L.D. Graduates listserv, which allows folx to reach out to these graduates to serve on a committee, workgroup, and so on. The college community, and beyond, continues to have high interest in growing in the ways of intercultural leadership and development.

## **Apply to join the 2023-2024 B.U.I.L.D. GOLD cohort**

Applications are being accepted for the 2023-2024 B.U.I.L.D. Gold cohort. [View the application here.](#)

*Photos: Clark College/Susan Parrish*