

Experience 2025 Strategic Plan Metrics

| Institutional Performance Gaps | Course Completion Equity Gap | | Retention Equity Gap | | Graduation Equity Gap | | Key Results Goal |
|---|------------------------------|---------|----------------------|---------|-----------------------|---------|------------------|
| | Baseline | Current | Baseline | Current | Baseline | Current | |
| Eliminate course completion, retention, and graduation equity gaps between Black, Hispanic/Latino, and Native American students and white students by 2025. | 15.8% | 10.6% | 11.1% | 10.5% | 22.8% | 10.7% | 0% |

| Metric | Overall | | Key Results Goal |
|--|----------|---------|------------------|
| | Baseline | Current | |
| Increase enrollment of programs-declared students of color from 12.82% in 2018 to 15% in 2025. | 12.8% | 17.1% | 15.0% |

We recognize this work is never done. Until we can ensure college success for every student, our diversity, equity, and inclusion efforts will evolve and continue. To learn more about specific actions or how you can get involved, visit our Institution's Equity Integration Plan.



**Western
Technical College**

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EQUITY SCORECARD



Western's definition for equity is rooted in four pillars: access, inclusion, removal of barriers, and fairness. You can learn more about Western's equity philosophy at www.westerntc.edu/equity.

Purpose of the Equity Scorecard

- Creates alignment and visual correlation between the DEI action items, listed in the Institutional Equity Integration Plan, and connects with the Experience 2025 College Strategic Plan (see metrics on page 4).
- Groups DEI Action items into broader categories which we can use to measure progress towards bigger institutional goals: showing how we are driving strategies towards these lag measures.
- Expands the ways we are measuring our equity work, deepening our look at intersectionality.

Be Student Ready

Attract and retain a diverse workforce that has the tools, resources, and professional learning to welcome, teach, and meet the basic needs of every student from all identities and life experiences, every day.

| Metric | Overall | | Students of Color | | Single Parents | | Students with Disabilities | | Economically Disadvantaged | | Key Results Goal |
|--|----------|---------|-------------------|---------|----------------|---------|----------------------------|---------|----------------------------|---------|------------------|
| | Baseline | Current | Baseline | Current | Baseline | Current | Baseline | Current | Baseline | Current | |
| Term-To-Term Retention of New Program Students | 76.4% | 78.3% | 68.5% | 73.2% | 77.4% | 73.0% | 73.5% | 75.1% | 76.9% | 76.7% | 86.0% |

| DEI Action Item Category | Next Steps | Progress & Greatness Indicator |
|---|--|--------------------------------|
| Equity audits and self-studies | Persisting with the already developed plans and approach | 10.2 |
| Clear and consistent communication | Focused time for planning and development | 9.7 |
| Implement data governance and improve data collection | Launching data stewards group | 10.8 |
| Professional learning | Create action plans for operationalizing the work | 9.1 |
| Students' basic needs | Collaboration and partnership | 10.3 |
| Diversify workforce | Engage external expertise | 7.3 |
| Campus climate and culture work | Persisting with the already developed plans and approach | 8.4 |

Create a Sense of Belonging

Foster an environment that is conducive to true self-expression and cultivates community for students of all identities.

| Metric | Overall | | Key Results Goal |
|---|----------|---------|------------------|
| | Baseline | Current | |
| "I Belong at Western" - Noel Levitz Survey, Student Satisfaction Survey | 82.0% | 82.3% | 85.0% |

| DEI Action Item Category | Next Steps | Progress & Greatness Indicator |
|--|---------------------------------|--------------------------------|
| Cultural and identity-based programming and awareness-building | Develop measurable goals | 13.2 |
| Student Voice | Develop plan for implementation | 9 |

Achieve Student Success for All

Create educational equity by eliminating the institutional performance gaps and ensuring students have the same opportunity for success at Western, regardless of their background or identity.

| Metric | Overall | | Single Parents | | Students with Disabilities | | Economically Disadvantaged | | Key Results Goal |
|-------------------|----------|---------|----------------|---------|----------------------------|---------|----------------------------|---------|------------------|
| | Baseline | Current | Baseline | Current | Baseline | Current | Baseline | Current | |
| Course Completion | 83.3% | 78.9% | 77.5% | 70.3% | 82.3% | 73.8% | 80.8% | 76.3% | 88.0% |

| DEI Action Item Category | Next Steps | Progress & Greatness Indicator |
|---|--|--------------------------------|
| Educational Justice curriculum redesign | Develop a rubric for continuous implementation | 11 |
| Just-in-time supports and universal design for learning | Build more capacity and set milestones | 9.7 |

0-6: more work to do

7-12: doing the work

13-18: doing great work

Categories consists of a variety of DEI Action Items. The category rating reflects an average score totaling the ratings of each DEI Action Item which were self-assessed by implementation leads using a progress-perception rubric.

* Baseline data from academic year 2021, current data from academic year 2022