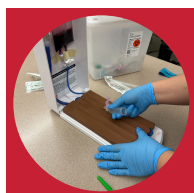
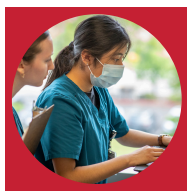
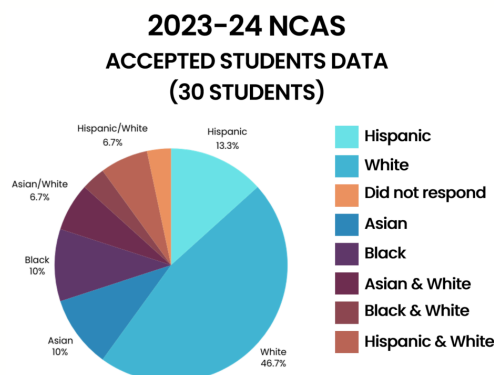
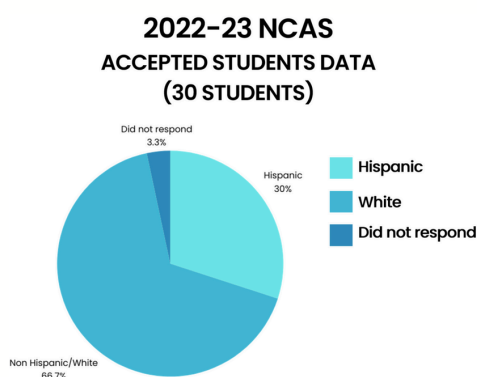


At Clackamas Community College, students prepare for exciting careers in the growing healthcare job market through interactive classroom learning and hands-on clinical experiences. The Health Sciences Department is committed to providing high-quality student learning opportunities that can lead to employment in a specific healthcare profession or transfer into further education within a career pathway.



### How has working with the DEI Office influenced or impacted our work?

**APPLICATION & ADMISSIONS:** Working with the DEI Office has profoundly influenced our work on the Health Sciences Nursing Program Application and Admissions Redesign Project. Their partnership has helped us critically evaluate and transform our processes to ensure greater equity, transparency, and access for all students. Through their support and resources, we have embraced the DEI decision-making framework to question and reimagine every aspect of the admissions process, from interview questions to selection rubrics and the ways we share information. This collaboration has encouraged us to ask essential and sometimes uncomfortable questions: Are we unintentionally creating barriers? Do all individuals have equitable access to resources and information? How do communities perceive and navigate a process we might take for granted? These questions have pushed us to consider whether we are designing for efficiency or truly prioritizing the students we serve. The DEI Office has been instrumental in guiding this inquiry. Their tools, resources, and encouragement have empowered us to identify and remove unnecessary barriers, creating a process that better aligns with the values of equity and inclusion. By fostering a space for reflection and innovation, they have helped us tell the story of access and inclusion within our program, ensuring that every step of the process is more welcoming, fair, and supportive of the diverse communities we serve. Their influence has been invaluable in driving meaningful change and shaping a more inclusive future for the Nursing Program.



Data reveals a significant demographic shift between 2022 and 2023 among the students admitted to the Nursing program. This shift was a direct outcome of the collaboration between the DEI office and Health Sciences. Together, we revised the admissions process, leading to an increase in diversity within the accepted cohort

**CURRICULUM & LEARNING:** The DEI (Diversity, Equity, and Inclusion) office plays a significant role in supporting our work at CCC, particularly within Health Sciences. By visiting our classrooms and providing workshops for students, the DEI office helps to foster a deeper understanding of equity and inclusion, which is essential for the healthcare field. In Health Sciences, we utilize a cohort model, where students progress through programs together, creating a strong sense of community and collaboration. This model provides an ideal environment to integrate equity discussions and learning opportunities, allowing students to explore important concepts of inclusion and cultural humility in a supportive setting. These discussions are vital, as our students will go on to serve a diverse community of patients. Developing the ability to inquire openly and create judgment-free spaces is critical to building trust and ensuring quality care. Teaching students how to take care of others is inherently challenging, and the DEI office enhances this process by equipping both faculty and students with additional human-centered skills. These skills not only enrich the classroom experience but also prepare future healthcare professionals to navigate the complexities of serving diverse populations with empathy, respect, and professionalism. The partnership with the DEI office ultimately strengthens our ability to deliver equitable and impactful healthcare education.

**CURRICULUM & LEARNING:** The DEI office has positively impacted my work experience at Clackamas Community College by fostering an environment that prioritizes equity and inclusion. For example, the Nursing Program's significant changes to its core curriculum to incorporate a public health perspective on equity in healthcare illustrate this impact. While the DEI office may not have directly led this effort, the faculty expressed feeling empowered to make these changes due to the college's broader commitment to DEI initiatives. The additional resources and support provided by the DEI office have clearly helped create a culture where faculty and staff feel encouraged to integrate equity-focused practices into their work. This ripple effect highlights how the DEI office supports meaningful, systemic changes that enrich both the curriculum and the overall work experience at the college.

### **In your own words, describe the significance or importance of having a DEI Office.**

The DEI office at Clackamas Community College holds significant value, both personally and professionally. For me, the individuals in this office have been invaluable partners in my transition between institutions, offering guidance and support during a critical time. Their work aligns seamlessly with the mission, vision, and values of community colleges—something I deeply resonate with as I strive to serve the community through the college. When personal and professional goals align, it creates a sense of fulfillment and engagement, and that's exactly what I've experienced in connection with the DEI office. They provide a unique space for learning, reflection, and growth—one that is free of judgment or shame. By fostering inquiry and encouraging personal development, the DEI office cultivates a truly safe space where everyone can feel supported and empowered. Their impact is transformative, both for individuals and the broader community.



### **Programs in Health Sciences**

Nursing (AAS.Nursing)  
Medical Assistant (1-year)  
Dental Assistant (1-year)  
Medical Billing and Coding (1-year)  
Phlebotomy (6 month)  
EMT (6 month)  
Nursing Assistant (CNA) (1 term)