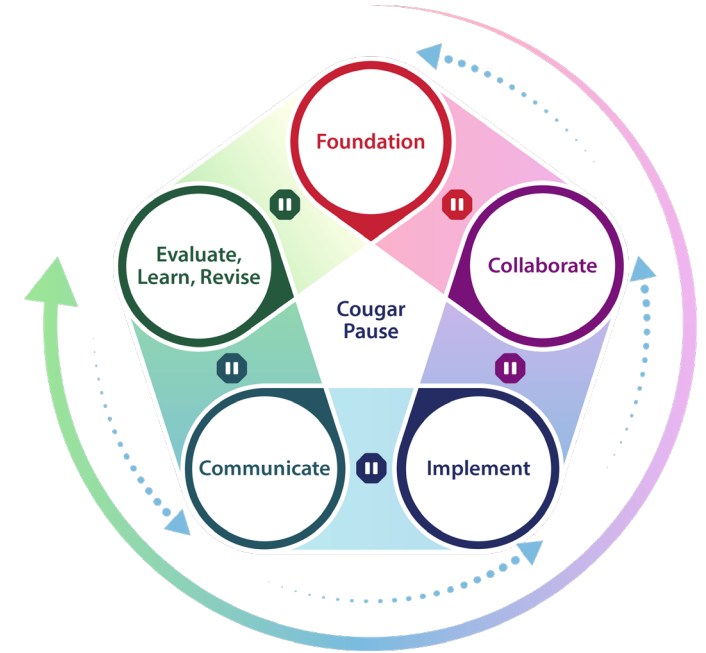


The Cougar Pause

A Strategic Equity Resource for Planning,
Decision Making, and Conscious Reflection

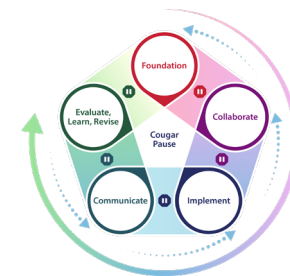
Continuation work with the CCC Board of Education | Sept 2025



Agenda

- Background, reminder of where we started and where we are today
- Reminder of Cougar Pause
- Reminder of Mini-Tool
- Practice use of Mini-Tool
- Discussion
- Next Steps





What is the Cougar Pause?

WHAT IT IS

A resource to gather information from people impacted by the systems that govern our culture, norms and access to power and resources.

An invitation to pause and be more intentional rather than defaulting to ingrained habits and patterns of thinking.

A resource for mindset shifts, growth, and continuous improvement.

WHAT IT ISN'T

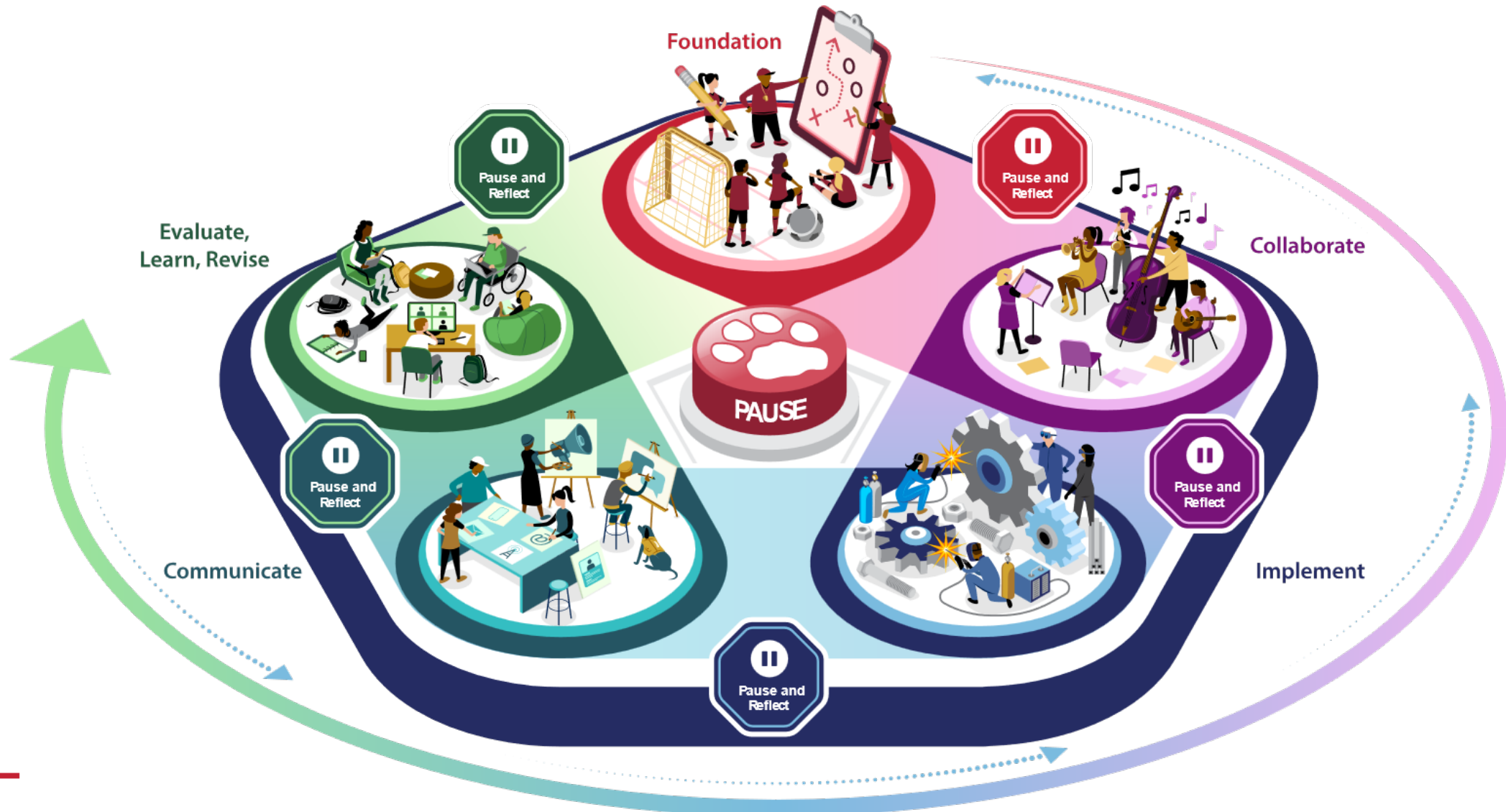
A solution to end racism or all discriminatory practices.

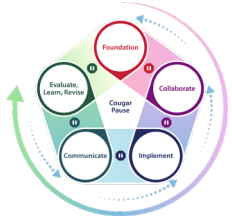
A linear, simple, quick checklist to be 'checked off.'

A tool for passing judgment.



Cougar Pause Detailed Visual Framework





Equitable Policy Review Mini-Tool

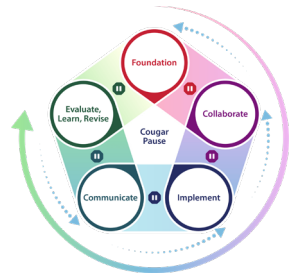
- Review the tool
- Questions on how to utilize it
- Put into Practice (Break-out into pairs)

Equitable Policy Review Mini Tool

This mini tool is designed to assist the Clackamas Community College (CCC) Board of Education in reviewing existing or proposed policies. This review mini tool was created using the CCC's strategic equity tool.

- Guiding Principles for Review**
- Alignment with CCC's Mission, Vision, and Values:** Ensure the policy actively supports and reflects the college's mission, vision, and core values.
 - Trauma-Informed:** Always consider how the policy impacts various identity groups, especially those historically marginalized.
 - Empathy and Cultural Sensitivity:** Reflect on the human experience and diverse cultural contexts affected by the policy.
 - Inclusive Language:** Scrutinize the language for gender neutrality, consistency, and avoidance of jargon or exclusionary terms.
 - Clarity and Consistency:** Ensure the policy is clear, unambiguous, and consistently applied across all relevant contexts.

College Alignment		Completely Disagree	Somewhat Disagree	Somewhat Agree	Completely Agree
Statement: The policy aligns with the Clackamas Community College's mission, vision, and values.					
Mission	This policy aligns with the college's mission: As our community's college, we cultivate equitable, innovative, and responsive education.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vision	This policy aligns with the college's vision: Empowering individuals, strengthening communities.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The Core Values	Learning at CCC is a dynamic, personal, and transformative journey where students, employees, and community members actively engage in the process of acquiring new knowledge, skills and behaviors, leading to meaningful change and growth. This policy aligns with the college's value of learning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Equity is ensuring that everyone has support and access to the resources needed to be successful and identifying and eliminating barriers that have prevented the full participation of communities most impacted by systemic oppression. - Improving equity involves increasing justice and fairness within the procedures and processes of institutions and systems, as well as in the distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society and institution. - Equity differs from equality. Equality refers to treating everyone the same, but does not necessarily lead to equitable outcomes because diverse communities have diverse needs and have faced varying obstacles and inequities. This policy aligns with the college's value of equity.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Student Success is our institutional commitment to create an environment where every student, regardless of their background or circumstances, has the opportunity and support to achieve their full potential. This policy aligns with the college's value of student success.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Community is defined as, residents of the Clackamas Community College Service District which includes community-based organizations, businesses, other educational institutions, governmental agencies, systematically underserved and underrepresented communities, and potential students. This policy aligns with the college's value of community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Belonging: To belong is to be seen, heard, supported and cared for by those who matter to us or those who impact our lives (Parfait Bassalé). This policy aligns with the college's value of belonging.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Clarity & Consistency		Completely Disagree	Somewhat Disagree	Somewhat Agree	Completely Agree
Statement: The policy is clear, unambiguous, and consistently applied across all relevant contexts.					
Clarity	The primary goal of this policy is articulated clearly and unambiguously.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	This policy is clear about how it will impact and/or benefit different populations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Any complex concept in this policy is explained in simple terms.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consistency	Key terminology is used consistently throughout this policy and remains consistent with all Board policies (e.g., "student," "employee," "stakeholder")?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



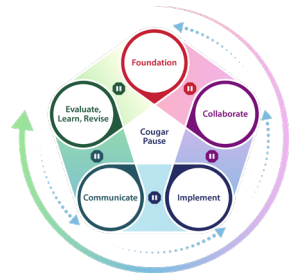
Follow-Up Discussion Questions

- Are there questions or sections that should be removed, revised, or simplified?
- Was the tool manageable to use during your practice policy review? Why or why not?
- Can you see this tool helping the board make better policy decisions? Why or why not?



PART 3

Next Steps



Proposed Timeline of Next Steps

- Step 1: Board Policy Review Committee Meeting (includes 3 members of the Board) - Prior to the end of 2025
- Step 2: College's Shared Governance Process
- Step 3: 1st Reading at a Board Meeting (probably looking at March 2026)
- Step 4: 2nd Reading and Ask for Adoption
- Step 5: Posting update on Website
- *Starting process again with other Board policies simultaneously*



Thank You

Questions or Feedback?

