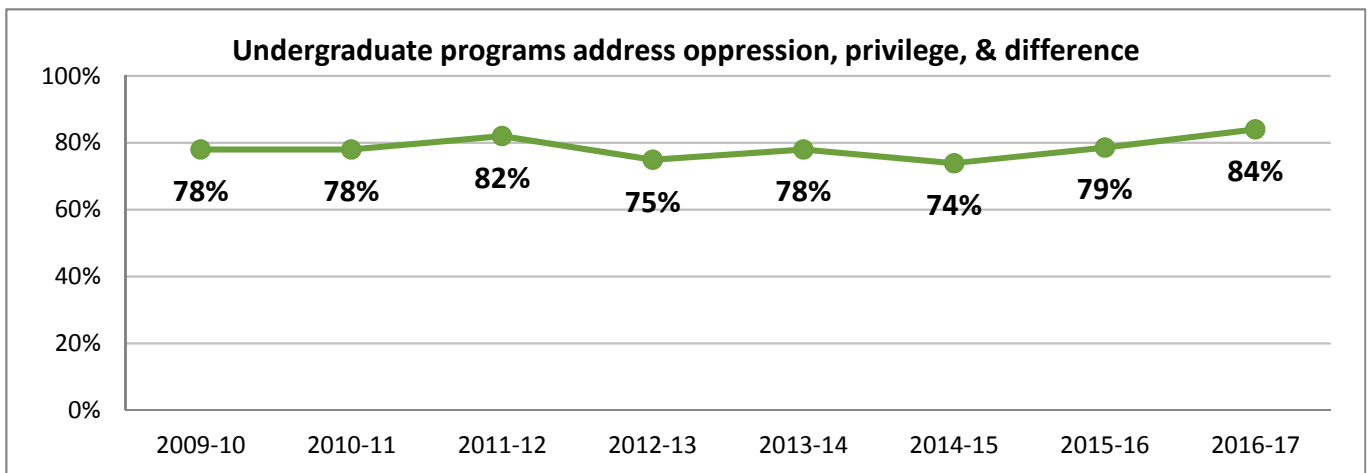


**Core Theme 4: Diversity and Equity**

**Objective 1: Learning across significant differences (Maintain)**

Evergreen seeks to maintain the high levels of ability to work in culturally diverse environments reported by alumni and their attribution of that capacity to their Evergreen education. Seminar is a cornerstone pedagogical practice, thus it is good to note that there have been recent increases in student satisfaction with both the social climate of seminar as well as seminar as a way of learning. Currently, nearly 80 percent of Evergreen coordinated study programs address oppression, privilege and difference and Evergreen will strive to sustain student access to this critical area. Evergreen has historically exceeded its public liberal arts peers in terms of diversity indicators from the National Survey of Student Engagement. Evergreen students more frequently participate in serious discussions with people very different from themselves, are more likely to do coursework that includes diverse perspectives, and recognize Evergreen’s commitment to diverse interactions among students. Evergreen will strive to continue to exceed its public liberal arts peers on NSSE diversity scale indicators.

**Indicator 1:**



**Percentage of our programs that address oppression, privilege, and difference**

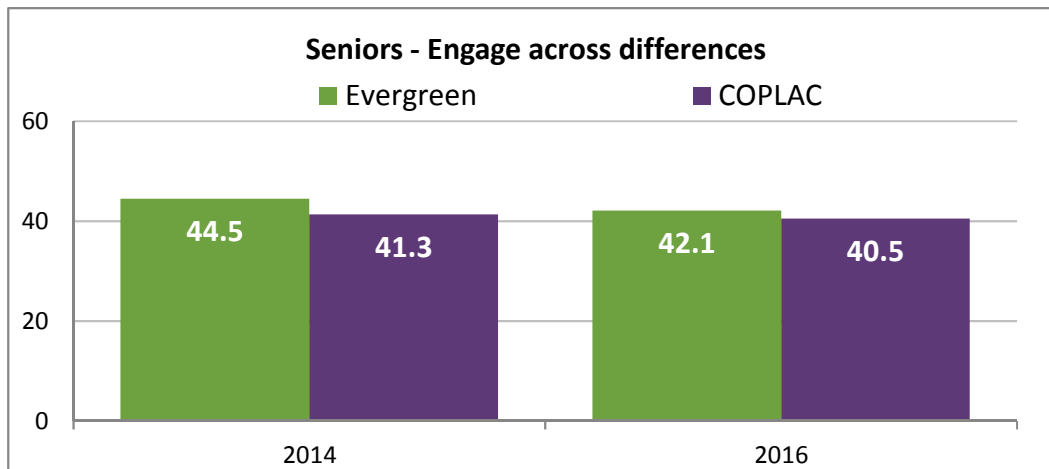
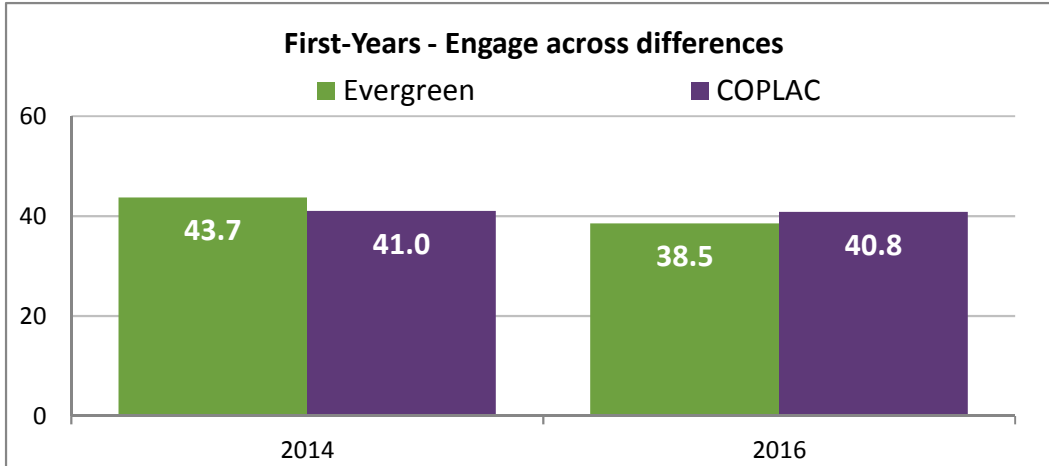
Source(s): End-of-Program Review

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
<b>All Undergrad Programs</b>	<b>78%</b>	<b>78%</b>	<b>82%</b>	<b>75%</b>	<b>78%</b>	<b>74%</b>	<b>79%</b>	<b>84%</b>
First-year	83%	67%	75%	100%	83%	67%	82%	100%
Lower Division				64%	91%	89%	91%	90%
All Level				79%	74%	78%	82%	86%
Sophomore - Senior				62%	77%	66%	76%	79%
Upper Division				88%	79%	80%	74%	81%
Tacoma			Yes	Yes	Yes	Yes	Yes	Yes
MPA Core			Yes	Yes	Yes	Yes	Yes	Yes
MIT Program			Yes	Yes	Yes	Yes	Yes	Yes
MES Core			Yes	Yes	Yes	Yes	Yes	Yes

**Core Theme 4: Diversity and Equity**

**Objective 1: Learning across significant differences (Maintain)**

**Indicator 2:**



**Students engage with others across differences**

**Engagement indicator: Discussions with diverse others**

*Source: National Survey of Student Engagement*

During the current school year, about how often have you had discussions with people from the following groups?

- People of a race or ethnicity other than your own
- People from an economic background other than your own
- People with religious beliefs other than your own
- People with political views other than your own

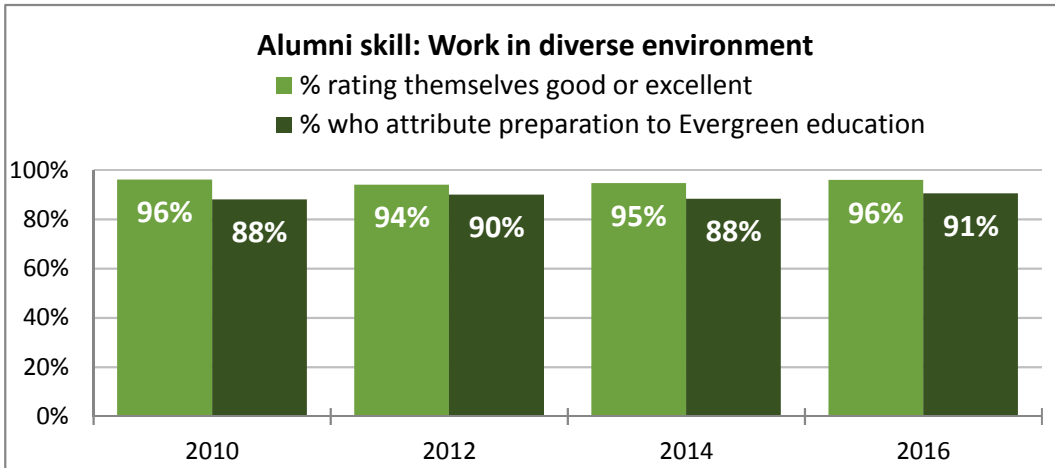
Discussions with Diverse Others Indicator	2014	2016
Evergreen First-years	43.7	38.5
COPLAC First-years (comparison)	41.0	40.8
Evergreen Seniors	44.5	42.1
COPLAC Seniors (comparison)	41.3	40.5

*Evergreen's mean rating was not significantly different from COPLAC at  $p < .01$ .*

**Core Theme 4: Diversity and Equity**

**Objective 1: Learning across significant differences (Maintain)**

**Indicator 3:**

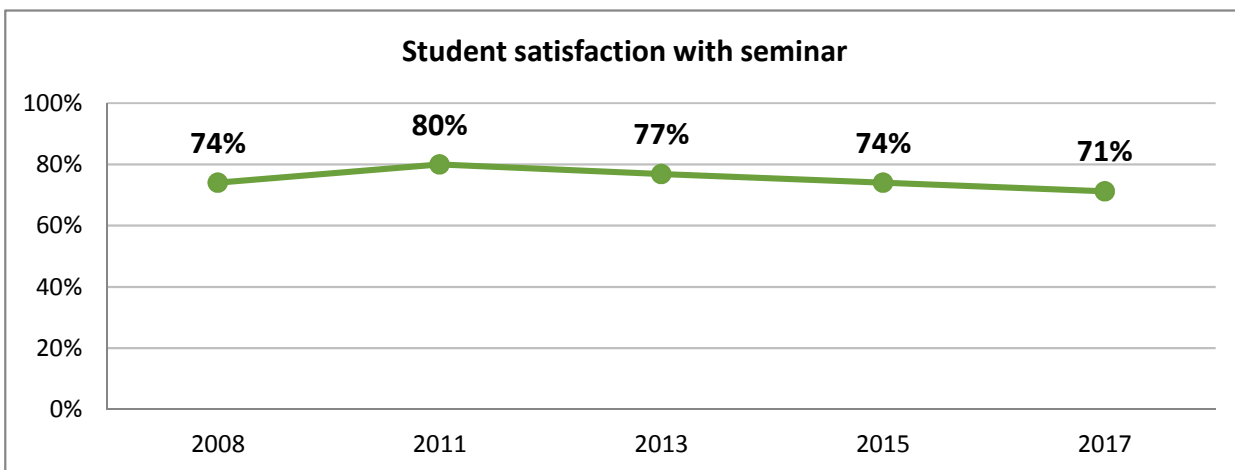


**Alumni level of skill in ability to work in a culturally diverse environment and how much they attribute preparation in this area to their Evergreen education**

*Source: Alumni Survey (baccalaureate degree earners, one-year after graduation)*

	2010	2012	2014	2016
% rating themselves good or excellent	96%	94%	95%	96%
% who attribute preparation to Evergreen education	88%	90%	88%	91%

**Indicator 4:**



**Student satisfaction with seminar**

- Satisfaction with seminars as a way of learning
- Student satisfaction with social climate in seminar

*Source: Evergreen Student Experience Survey*

% satisfied or very satisfied	2008	2011	2013	2015	2017
Combined average satisfaction	74%	80%	77%	74%	71%