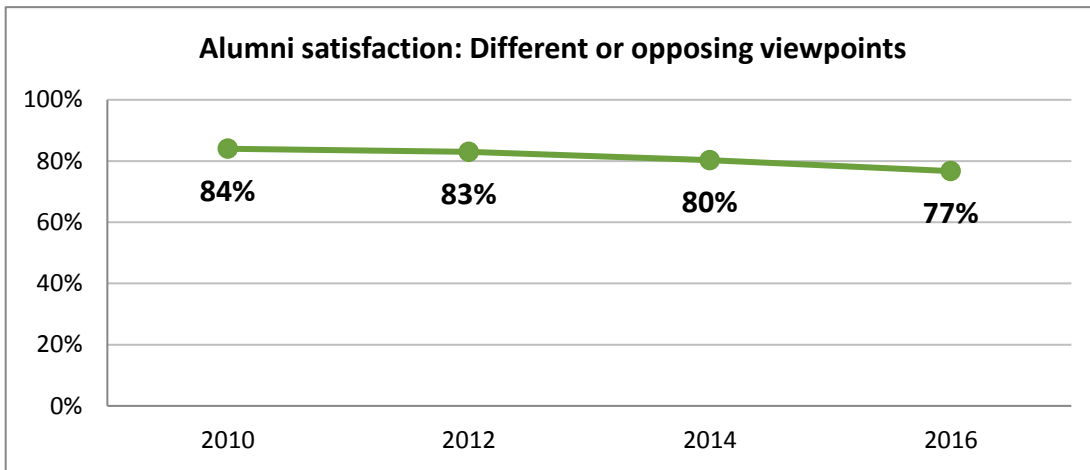


Core Theme 4: Diversity and Equity

Objective 2: Supportive community (Improve)

Alumni satisfaction with tolerance and respect for opposing viewpoints has improved in the past three alumni surveys. The increasing diversity of the student body and ongoing commitment of college resources to improving the campus climate for diversity may have contributed to these indications of improvement. In the face of rapid increases in tuition and a decline in the availability of state aid, and with increasing diversity in state demographics, Evergreen remains committed to accessibility for its Washington residents. Evergreen will endeavor to sustain grant aid as a percentage of total cost of attendance to maintain access for low- and middle-income Washington undergraduates, and Evergreen will continue its institutional commitment to the recruitment, retention and support of diverse faculty, staff and students. These commitments will be maintained in the face of budget cuts, which drive greater dependence on nonresident recruitment and higher tuition revenues. Representation of people of color, veterans and persons with disabilities will be tracked to facilitate research into diversity relative to the workforce and state population. The proportion of faculty and staff in these categories will be compared to the proportion of students in traditionally underserved populations in order to work toward the most supportive environment for student success.

Indicator 1:



Alumni satisfaction with respect shown for different or opposing viewpoints

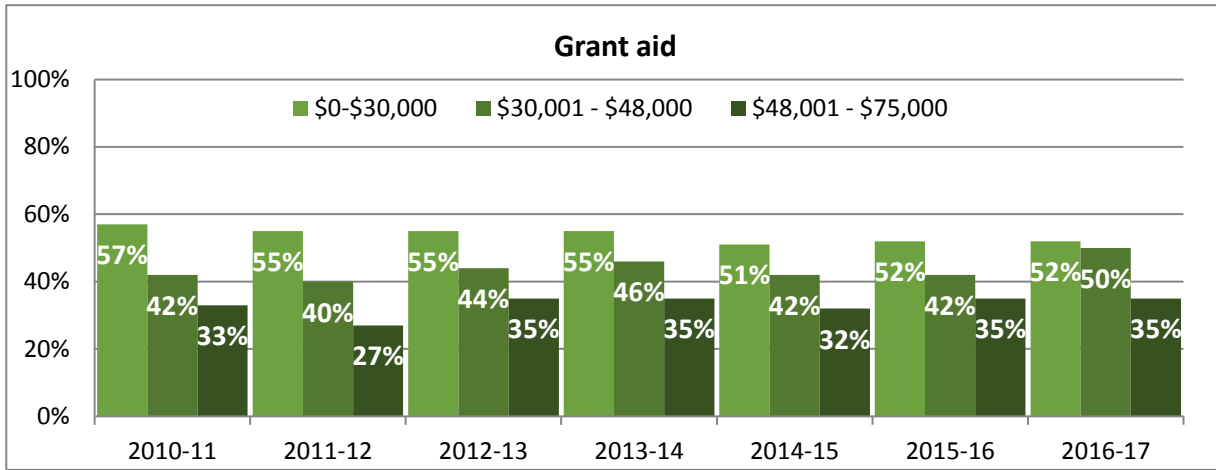
Source: Alumni Survey (baccalaureate degree earners, one-year after graduation)

	2010	2012	2014	2016
% satisfied/very satisfied	84%	83%	80%	77%

Core Theme 4: Diversity and Equity

Objective 2: Supportive community (Improve)

Indicator 2:



For Washington resident undergraduate students: Grants, scholarships, and waivers from federal, state, and institutional sources as a percentage of total cost of attendance.

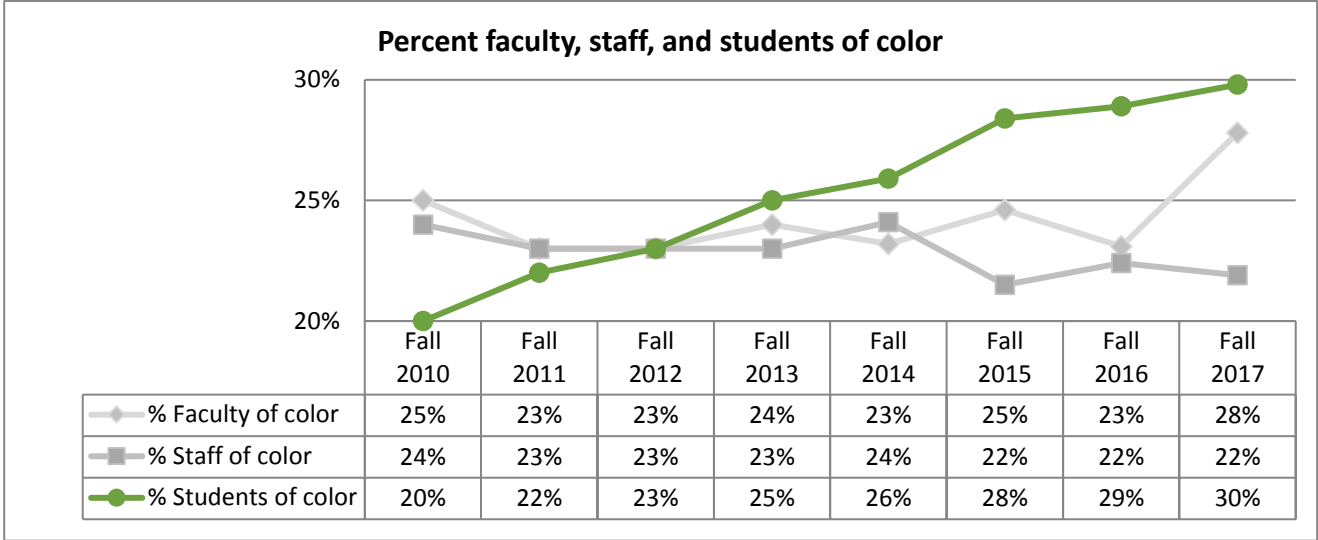
Source: Tracy Hall, Director of Financial Aid The IPEDS ranges will be pre-defined each year.

Income range	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
\$0-\$30,000	57%	55%	55%	55%	51%	52%	52%
\$30,001-\$48,000	42%	40%	44%	46%	42%	42%	50%
\$48,001-\$75,000	33%	27%	35%	35%	32%	35%	35%

Core Theme 4: Diversity and Equity

Objective 2: Supportive community (Improve)

Indicator 3:

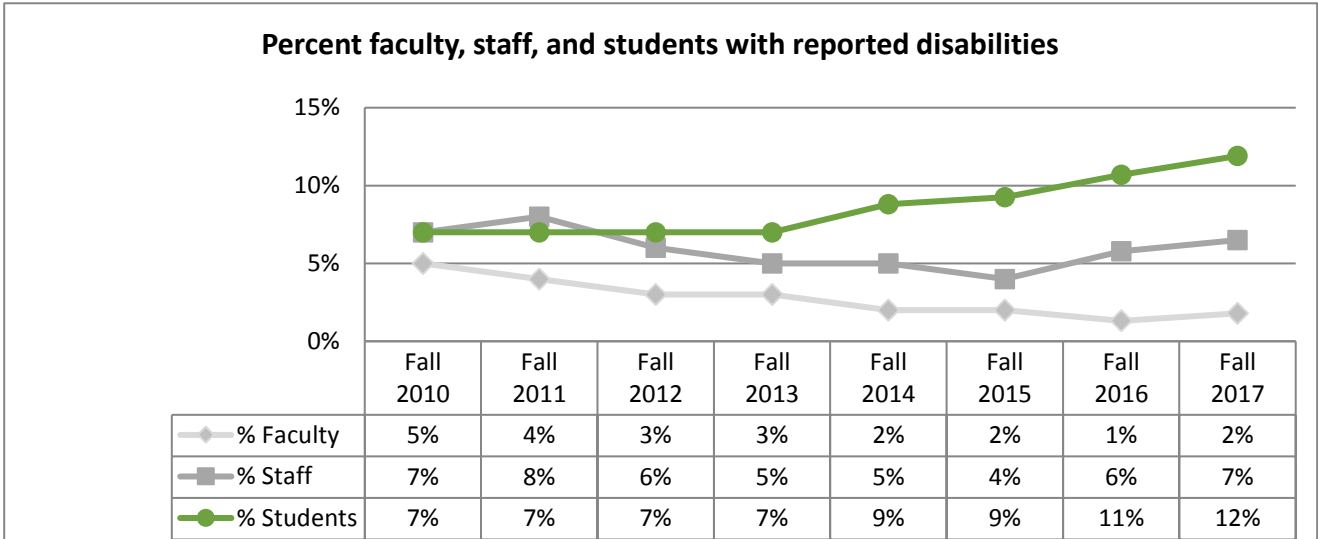


Percent faculty, staff, and students of color

Source: Administrative data

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
% Faculty of color	25%	23%	23%	24%	23%	25%	23%	28%
% Staff of color	24%	23%	23%	23%	24%	22%	22%	22%
% Students of color	20%	22%	23%	25%	26%	28%	29%	30%

Indicator 4:



Percent faculty, staff, and students with reported disabilities

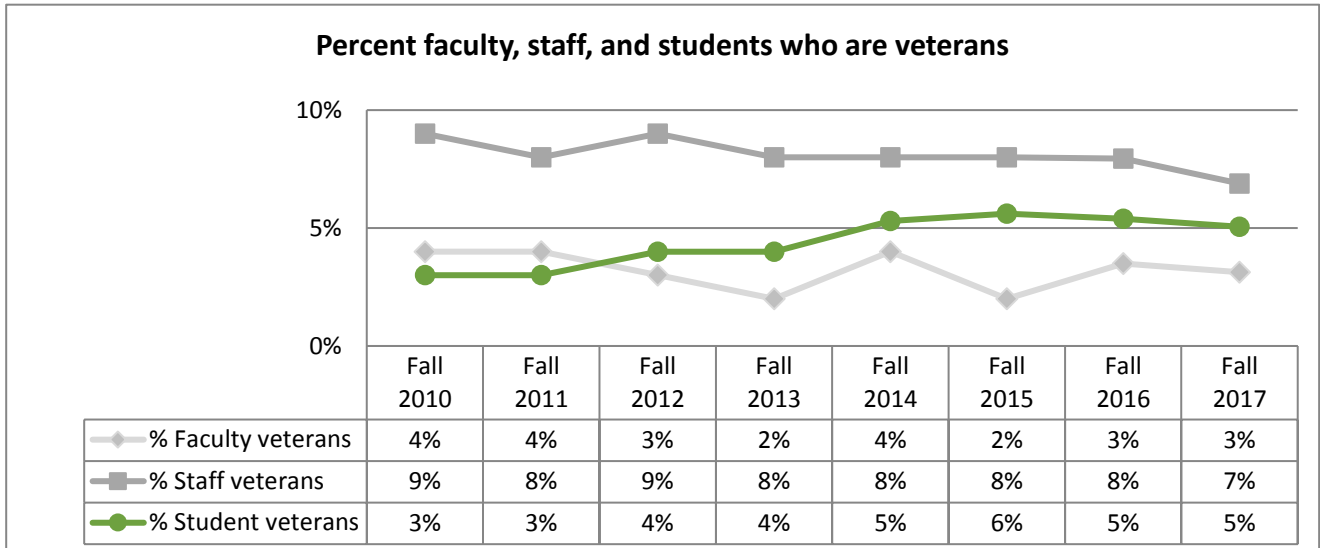
Source: Administrative data

% with reported disabilities	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
% Faculty	5%	4%	3%	3%	2%	2%	1%	2%
% Staff	7%	8%	6%	5%	5%	4%	6%	7%
% Students	7%	7%	7%	7%	9%	9%	11%	12%

Core Theme 4: Diversity and Equity

Objective 2: Supportive community (Improve)

Indicator 5:



Percent faculty, staff, and students who are veterans

Source: Administrative data

	Fall 2010	Fall 2011	Fall 2012	Fall 2013	Fall 2014	Fall 2015	Fall 2016	Fall 2017
% Faculty veterans	4%	4%	3%	2%	4%	2%	3%	3%
% Staff veterans	9%	8%	9%	8%	8%	8%	8%	7%
% Student veterans	3%	3%	4%	4%	5%	6%	5%	5%