



ANNUAL REPORT

2020



The Community's College

our mission

As the community's college, we create meaningful learning, advance equity, and strengthen student and community success.

our vision

We are a premier community college where all students, faculty, staff, and community members are welcomed, appreciated, and valued.

We engage students where they are, leading to equitable opportunities for success in learning, life and work.

We foster vibrant, productive partnerships that benefit our students and strengthen our community.

our values

Community
Responsibility
Integrity
Equity, Diversity and Inclusion
Agility
Excellence



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Dear Community Partners,

As I write this, we are more than a year into the pandemic, and time and distance have allowed me to see a bit more clearly about 2020, and its many lessons, heartaches and moments of deep gratitude.

We faced a frightening pandemic that changed our lives overnight. We confronted the painful reality of racial injustice in our society, and the work we must do to build social justice for all. And, we missed our normal lives: Hugging family members, going to a movie theater and hanging out with friends.

There was loss, and yet, there was light.

Through it all, I was honored and heartened to witness the astonishing resilience of our students, staff and faculty. We shifted gears quickly and literally overnight, began to teach classes and operate our campus remotely. Soon, we were holding events via Zoom, adopting Teams as our new chatroom, and teaching most of our courses online.

In our 2020 Annual Report, you will read how we united to support student success and the safety of our community. We know many of you were on the same journey as us – doing the best we can to protect our loved ones, friends and neighbors.

Together, we carry forward the lessons we learned and the progress we made, emerging stronger than ever for a better future.

My deepest gratitude to all of you, in this new year.

Ivan L. Harrell, II, Ph.D.
TCC President

A MESSAGE FROM OUR PRESIDENT



remote, yet still together

Overnight, video meetings replaced conference room meetings, faculty office hours, events and watercooler chats at TCC. Much of student learning took place on Canvas, our secure online learning platform. We were able to accomplish much, thanks to technology, and most importantly, we stayed connected and kept our community safe.

OUR STRATEGY IN 2020

a safe community

Since the beginning of the pandemic, TCC focused its decisions based on safety and equity. In the middle of March 2020, TCC rapidly shifted to remote learning and operations. Locked down for months, students, staff and faculty studied and worked from home. TCC launched multiple platforms to support one another, including Zoom lobby for students, Teams chats and more.

Working with public health officials, TCC implemented tight safety protocols to allow selected staff, faculty and students to return to campus. A year later, TCC has had no reports of on-site transmission. All of our campus members adhered to Covid-19 protocols, which kept our community safe.

diverse solutions

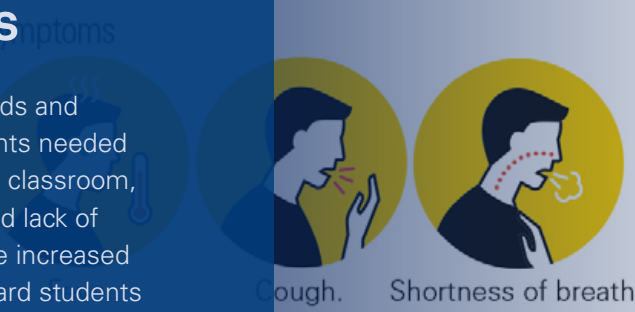
The pandemic brought unique needs and challenges. When we heard students needed laptops to navigate the new online classroom, we delivered. When we understood lack of WiFi was a barrier for students, we increased our WiFi on campus. When we heard students were experiencing economic hardship, we expanded our emergency funding. And when the campus shut down, we offered a food pantry mobile unit so nobody went hungry.

GET the FACTS

Novel coronavirus (COVID-19)

COVID-19 is a new virus that spreads from person to person.

- It can cause mild illness, like the common cold.
- It can cause severe illness like SARS.
- Currently, no treatment or vaccine is available.



How does it spread?

- Touching a surface of object with the virus on it.
- Touching a sick person who is within 6 feet.

Viruses Don't Discriminate; Neither Should We

- Read more to help fight stigma: www.cdc.gov/coronavirus

Learn more and get updated public health information at tpchd.org/coronavirus



TCC

Check for updates from TCC at tacomacc.edu/coronavirus

STAY HEALTHY



Wash your hands often with soap and warm water.



Cover your coughs and sneezes with a tissue or your elbow.



Clean and disinfect frequently touched objects and surfaces.



When you're sick, stay home and rest.

HIGHLIGHTS AND ACTIONS

Safety and equity were our guiding principles during the pandemic. We understood the pandemic struck low-income students the hardest, creating urgent needs for secure housing, reliable technology, and adequate food and nutrition. We took many actions to address these hardships, including:

- Expanded WiFi access on our campus and provided free Hotspot coverage for eligible students
- Distributed 500 laptops for students in need and adopted a laptop loaner program
- Provided space and support for local food bank services.
- Found housing for students under our College Housing Assistance Program
- Expanded our emergency funding program and helped 1,662 students in need
- Hosted many virtual events and trainings about EDI by TCC or by student groups
- Distributed supplies, such as digital music and biology kits, for classes
- Provided in-person, access to areas of high need, such as Adult Basic Education, computer labs, and the library
- Provided free personal care items, sponsored by the Black Student Union
- Expanded virtual services
- Implemented rigorous Covid-19 safety protocols on our campus, so selective staff, faculty and students can work and learn safely.
- Became a Covid-19 testing site for the community.
- Distributed equipment quickly to staff and faculty and got our workforce ready to work remotely.
- Provided training to staff and faculty to work and teach remotely.
- Launched a new emergency funding program for TCC employees. The TCC Foundation donated \$28,599 to support employees.
- Donated personal protective equipment to hospitals.

OUR IMPACT

500

The TCC Foundation donated funds to pay for 500 laptops for students.

700

The Harned Titan Food Pantry went mobile, and students picked up more than 700 food packages. About 80 students received gift cards for food during the holidays.

1,662

Students received emergency funding, including:

- \$2.1 million from the Coronavirus Aid, Relief, & Eco Sec (CARES) Act
- \$71,000 from the TCC Foundation
- \$47,500 from the State Emergency Assistance Grant

kristina bowers got the help she needed

Juggling work, school and bills is hard in the best of times. But when a setback occurs, things can get dire quickly.

For TCC student Kristina Bowers, a crisis loomed when her car's windshield was smashed in late 2020. Without money for repairs, she considered quitting her job, which requires a car, and leaving school to find a full-time job.

"My job has flexible hours so I can go to school," Bowers said. "I couldn't pay to get my car fixed and still pay rent, so I thought I'd have to drop out."

Bowers is in her first year of pursuing an associate's degree in Human Services, with the goal of becoming a drug and alcohol counselor.

She was already seeing a TCC counselor weekly to help keep on track with her education, when she heard about the TCC Emergency Student Fund.

"I applied and got \$1,000," she said. "I was able to fix my windshield and pay my rent. I would tell other students, don't give up. There's always help. I'm very grateful to TCC for what they've done for me."

college housing assistance program (CHAP)

170

Students have secure housing under the College Housing Assistance Program (CHAP)

54

New students have found housing under CHAP in 2020

awards

Association of Community College Trustees – Pacific Regional Equity Award:
TCC Board of Trustees

Respiratory Care Society of Washington Award: TCC Respiratory Therapy Program and Program Chair Greg Carter

Association of Community College Trustees – William H. Meardy Faculty Member Award:
Latoya Reid, Communication and Transitional Studies Professor

TCC NISOD Excellence Awards:
Iyad Alaqrabawi, Information Technology
Nigeria Bell, Counseling
Kim Flack, Communication & Transitional Studies

the early learning center (ELC) helped care for our kids

The Early Learning Center (ELC) was one of just four Early Learning Centers in the Washington Community and Technical College system to remain open throughout the pandemic. The decision to keep the ELC open was made, in part, because the center serves the families of first responders. Keeping the center open also aligned with TCC's mission to create and sustain equity.

The ELC drastically reduced the number of students served in order to meet recommended safety protocols. In normal times, the ELC serves an average of 72 children aged 8 months to five and a half years. On average, the ELC taught half that amount on-site and virtually. For the parents of the virtual students, the ELC continued to provide food boxes, diapers and formula.

"This support was extremely important for ELC families, most of which qualify for free and reduced lunch," said Director Renee Hernandez-Greenfield.

In December, the ELC had received a \$25,000 grant from Pierce County Connected, a partnership between United Way of Pierce County and the Greater Tacoma Community Foundation.

"This grant helped backfill the ELC's pandemic-related operating costs," she said. "Early childhood education was very heavily impacted by this pandemic. These businesses are often minority and women-owned, and they're often teetering on the brink of collapse, if not supported. This grant is a beautiful gift that helped us afford the good teachers we have and keep our children and adults safe."

As the community's college, TCC is focused on advancing equity, diversity and inclusion (EDI). In 2020, our equity work took on a heightened sense of urgency, as we witnessed nationwide racial strife and the stark inequities exposed by the fallout from the COVID-19 pandemic.

We are committed to taking action in support of all marginalized and oppressed community members. As educators, we have a responsibility to ask challenging questions and face truthful answers as we highlight, disrupt, and end systems of oppression.

"I do have hope that all of the injustices that this current environment is exposing will finally result in the change that I, and so many of you, want and desperately need. We all have the power to change ourselves, and to create meaningful change in this college, our homes, communities and nation ... My question to you is, What will you do with your power?"

Ivan L. Harrell, II, Ph.D, President, TCC
June 2, 2020

You can read our messages and our work on our website:

tacomacc.edu/about/equity-diversity-inclusion

EQUITY, DIVERSITY AND INCLUSION

TCC issued strong statements in support of Black Lives Matter and condemned acts of aggression aimed at Asians, Asian Americans and Pacific Islanders.

an emphasis on equity

In response, TCC began a series of conversations about racism, oppression, and social injustice. We asked ourselves hard questions about our actions and behaviors, our biases, and the changes needed to work toward becoming an Anti-Racist institution.

This ongoing work will take time and focus for us to uncover and work to eliminate systemic racism. We are committed to promoting institutional responsibility, awareness, and direct action to dismantle systems of oppression.

tcc's eight-point plan

This action plan was a response to the murders of Black individuals at the hands of police and in further support of our mission to "... create meaningful learning, advance equity, and strengthen student and community success."

We developed The Eight Point Plan to Address Recent Events Affecting Black Students and Employees. The Eight Points are:

1. Establish a Presidential Task Force to identify, develop, and advise on actions that articulate our college's commitment to access, equity, inclusion, and diversity, for systemically non-dominant populations, especially black students, staff, and faculty.

2. Review and revise all its institutional policies, using an anti-racist lens within the next five years.

3. Intentionally hire individuals with a history of service and/or teaching, with systemically non-dominant populations.

4. Work to ensure that issues of racism, oppression, social justice, and cultural diversity that impact systemically non-dominant populations, and Black people and their communities (local, national, and global) in particular, are reflected in Instruction.

5. Implement multiple opportunities for professional learning on equity minded hiring, the promotion of racial justice, unpacking implicit biases, Whiteness, anti-Blackness, racism in education, and racial battle fatigue.

6. Offer Affinity Groups to provide a structure for our campus members to affirm and learn about various identities. Affinity Groups will identify and implement actionable change, especially (but not limited to) anti-racism and solidarity among groups, particularly oppressed groups.

7. Intentionally feature and center ideas, scholarship, and works by systemically non-dominant (especially those from Black communities) scholars, students, artists, and communities.

8. Allocate and secure existing and additional resources to ensure this plan's success.

our progress

• **Introduced a campus-wide tool to review policies and polices through an equity lens (called TRPPLE).**

• **The Office for Equity, Diversity and Inclusion (OEDI):**

- Produced campus-wide professional development in fall and spring 2021 based on the ongoing theme of Becoming an Anti-Racist Institution.

- Gained approval from the Washington State Executive Ethics Board to establish affinity groups on campus. Seven affinity groups were established.

- Created an EDI fellowship program that engaged six employees in the areas of Institutional Support and Success, Mental Health, and Instruction.

- Hosted film screenings of John Lewis: Good Trouble with follow-up discussion about voting rights access.

• **The Equity, Diversity, and Inclusion Council (EDI-C):**

- Supported multiple action committees committed to Anti-Racist practices including:

- Equity in hiring
- Supporting justice involved individuals in employment at TCC
- Creating a common EDI language glossary

2020 was a year of awakening for many and requires actions from all of us. Since the murder of George Floyd and the ongoing racial violence, there has been some movement toward social justice and equity, but, yet, so much more is needed. At TCC, we will engage in this work every day.

OUR TCC COMMUNITY

2019-2020

11,566
Students

8,659

students are seeking a degree or certificate:

51% Transfer

25% Workforce Training

10% Basic Skills

17% Not Specified

790

Employees

646

Veterans

358

International

37%

Students of Color

26

Median Student Age

1,042

Running Start

1,022

Continuing Education

2018-2019 FINANCIALS*

As of June 30 (Dollars in thousands)	2019	2018
Operating revenues	\$ 36,649	\$ 36,659
Operating expenses	\$ 74,755	\$ 73,964
Net operating loss	\$ (38,106)	\$ (37,305)
Non-operating revenues	\$ 35,138	\$ 33,739
Non-operating expenses	\$ 2,588	\$ 2,278
Income (Loss) before capital appropriations	\$ (5,556)	\$ (5,844)
Capital Appropriations	\$ 797	\$ 370
Increase (Decrease) in net position	\$ (4,759)	\$ (5,474)
Net position, beginning of year	\$ 89,197	\$ 94,671
Net position, end of year	\$ 84,438	\$ 89,197

* 2018-2019 financial numbers are the most current data that have been audited and verified.

OUR 2020 GRADUATES

1,840
GRADUATES

500
PROFESSIONAL
CERTIFICATES

234
HIGH SCHOOL
COMPLETION DIPLOMAS

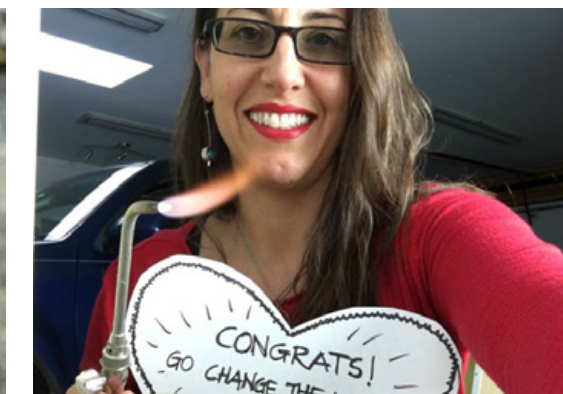
1,080
ASSOCIATE DEGREES

26
BACHELOR OF APPLIED
SCIENCE DEGREES

Congratulations to our amazing 2020 TCC graduates. They weathered the COVID-19-related shutdown of in-person instruction in winter quarter, successfully transitioned to online learning and still graduated on time.

We celebrated our graduates with our first-ever Virtual Commencement on June 20, 2020, with videos and live parades. In advance, students received a "Commencement in a Box" kit, which included a printed program, cap, tassel, honor cords, TCC memorabilia and diploma cover. Faculty and staff posted comments and congratulations to students on our Commencement 2020 website and students uploaded their own profiles and photos to the site.

The Class of 2020 will be remembered as courageous, resilient and remarkable. Our students prevailed under extraordinary circumstances, and now have even more tools under their belt to successfully address change and hardship. We cannot wait to see the potential and the amazing accomplishments the Class of 2020 will do.



COLLEGE LEADERSHIP: TCC BOARD OF TRUSTEES



LOIS BERNSTEIN,
CHAIR

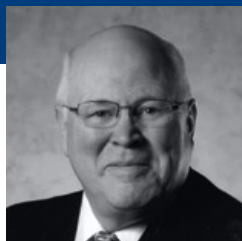


PAT SHUMAN
VICE CHAIR

The Board of Trustees is a five-member policy-making body whose members live within TCC's service area. Trustees are appointed by Washington's Governor for five-year terms. They generously donate their time and talents to serve TCC and represent the community's diverse interests. Trustees are also members of the Trustees Association of Community and Technical College, comprising trustees from the 34 community and technical colleges state-wide.



DONA PONEPINTO



BOB RYAN



LATASHA WORTHAM

As a Board, we reaffirmed our commitment to partnering with TCC to achieve social justice and fight racism in all its forms.

Education is a lifelong pursuit; we embrace the challenges and progress that 2021 will bring.

dear community

Throughout its 50+ year history, TCC has met numerous challenges with courage and heart, always keeping the best interests of our students and community front and center.

Then came 2020, a year of challenges no one could have predicted. The TCC team rallied once again, handling a week-long power outage, budget issues and the massive mobilization response required by the COVID-19 pandemic. They acted

swiftly and ably to keep serving students, no matter what it took.

We've never been prouder of our TCC family or more honored to support them.

As a result of their dedication and hard work, students had full access to online learning, more financial and emergency aid and many other resources.

Thank you
to Liz Dunbar

Liz served as chair of the Board of Trustees for two terms and in total, 10 years as a Trustee. Thank you, Liz, for your service and dedication.



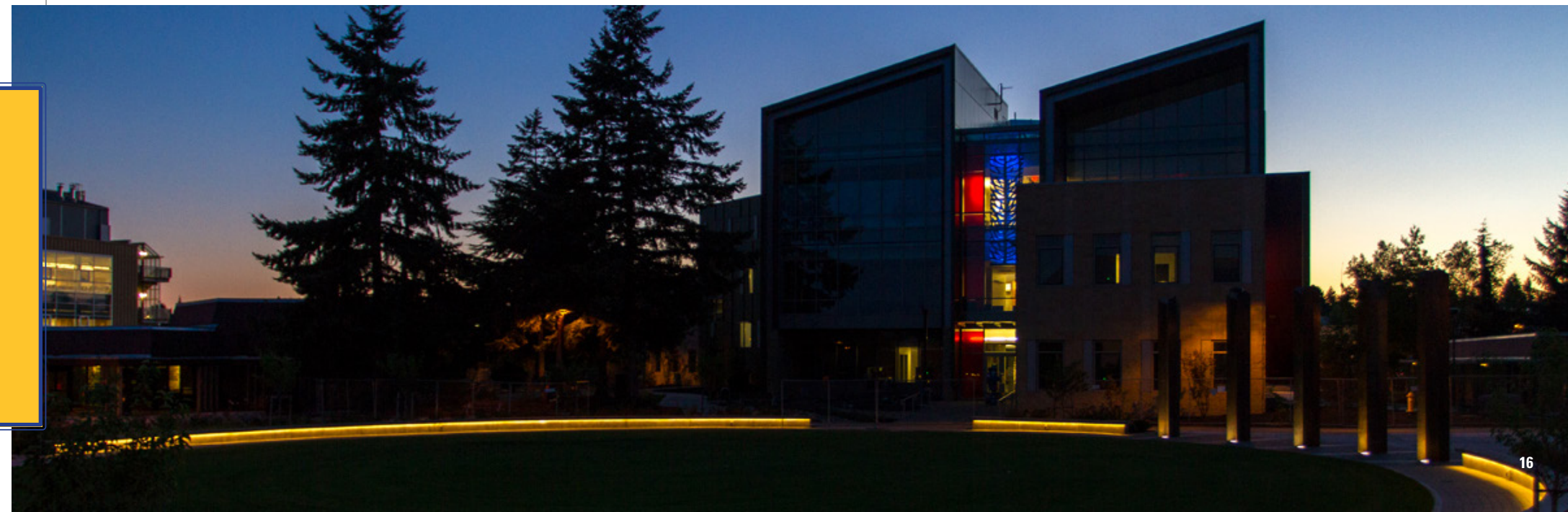
meet TCC's leadership team

Ivan L. Harrell II., Ph.D., is the 11th president of Tacoma Community College (TCC). Dr. Harrell leads a team of education professionals with a shared passion to provide the best environment, programs and services so that all students can achieve their academic and career goals.

The Leadership Team provides oversight on college policy, budget, institutional planning and accountability; and makes recommendations to the Board of Trustees.

members

Ivan L. Harrell, II, Ph.D.	President
Joseph Colon	Special Assistant to the President & Guided Pathways Coordinator
Judy Loveless-Morris, Ph.D.	Vice President, Equity, Diversity and Inclusion
Karyssa Mathison	Executive Assistant to the President
Marissa Schlesinger	Provost and Vice President, Academic Affairs
Patty McCray-Roberts	Vice President, Administrative Services
Bill Ryberg	Vice President, College Advancement
Karl Smith	Vice President, Student Affairs



TCC FOUNDATION

Invested in student success, the TCC Foundation truly lived up to its mission statement in 2020. With delegating \$161,651 for 500 laptops to increasing the amount of student emergency funding, the Foundation pivoted in many directions to meet the needs of the community.

Led by the Board of Directors, a devoted group of community volunteers, the TCC Foundation made a major impact to our students in 2020.

\$160,000

RAISED DURING OUR FIRST VIRTUAL REACH HIGHER EVENT – A RECORD

254

STUDENTS RECEIVED \$317K IN SCHOLARSHIPS

\$28,599

ESTABLISHED THE TCC EMPLOYEE EMERGENCY FUND

2,057

SCHOLARSHIPS AWARDED TO TCC STUDENTS SINCE 2007

Melissa Littleton has big dreams, passion and energy and a drive that inspires others to follow.

She serves as the 2020-2021 Associated Students of Tacoma Community College President. She began her TCC journey three years ago, when she walked into her first class. There, she found a community that was safe and transformative and inspired her to “leave my mark on this world.”

In 2019, she was selected as one of four students to represent TCC on a Global Logistics Study Abroad trip to Vietnam. The trip had a huge impact on her life, and she gained a wider perspective not only on logistics, but the impact industries have on the planet, specifically “fast fashion.” She came home and created her own sustainable clothing business.

Littleton received funding from the Foundation to attend this eye-opening study abroad program. She also received several Foundation scholarships, including the Gottfried and Mary Fuchs Foundation Scholarship.

“I’m only one student, with one story about how scholarships have given me the opportunity to dream,” she said. “Without financial constraints, I’m able to color outside the lines (or limitations) I had previously created for myself. There are thousands of students on campus and the Foundation have enabled them to grab their crayon and dream like a kid again.”

Littleton graduated from TCC with an Associate of Applied Science degree in Entrepreneurship and is now enrolled in the Bachelor of Applied Science – Project Management program.

TCC FOUNDATION SCHOLARSHIP RECIPIENT

MELISSA LITTLETON



TCC’s community is one I’m proud to be a part of as the resources provided are designed to support the whole student experience.



6501 S. 19th St. | Tacoma, WA 98466



Tacoma Community College values diversity and is an Equal Opportunity Employer and Educator. Tacoma Community College provides equal opportunity in education and employment and does not discriminate on the basis of race, color, national origin, age, disability, genetic information, sex, sexual orientation, marital status, creed, religion, or status as a veteran of war. Prohibited sex discrimination includes sexual harassment (unwelcome sexual conduct of various types). Provides reasonable accommodations for qualified students, employees, and applicants with disabilities in accordance with the Americans with Disabilities Act and Federal Rehabilitation Act. The following officers have been designated to handle inquiries regarding non-discrimination policies: Title II and Title IX Officer, Building 14, 253-566-5055; Section 504 Officer, Building 7, 253-566-6090.

tacomacc.edu