

A photograph of three young Black people (two men and one woman) smiling and looking towards the camera. They are outdoors, with trees and a building visible in the background. The man in the foreground is wearing a light blue t-shirt and holding a red folder. The woman behind him is also wearing a light blue t-shirt. The man on the right is wearing an orange t-shirt.

EQUITY CAN'T WAIT.



SEATTLE COLLEGES
FOUNDATION

2021 REPORT TO THE COMMUNITY



SEATTLE COLLEGES
North • Central • South

In Spring 2021, a year into the pandemic and amid painful ongoing reminders of racial injustice, the Seattle Colleges Foundation publicly launched a campaign: ***Equity Can't Wait***.

Our goal: raise \$50 million so that our students, so extraordinary in their diversity, **receive a higher education that authentically honors their individual potential and prepares them for the life and livelihood to which they most aspire.**

Acknowledging our special role nurturing students from communities of color, immigrant and refugee families, and those who are the first in their families to attend college, donors have responded generously. To date, the campaign has received **2,000+ contributions** and **raised \$22 million**. These resources are going to work now, supporting students and powering innovation both in academic programs and in services like advising and mentoring.

It's important to acknowledge that as COVID-19 has persisted, enrollment has slipped across higher education, including at our own Seattle Colleges. Yet history teaches that pandemics do have an end, and that people, however beleaguered, do ultimately re-embrace hope and again start to dream.

Higher education is often integral to those dreams, and with support from *Equity Can't Wait*, the Seattle Colleges will be strongly positioned to help our students and our community flourish in the brighter times ahead. **We appreciate your support.**



Kerry Howell

CEO
Seattle Colleges Foundation
Vice Chancellor for Advancement
Seattle Colleges



Barbara Dingfield

Board Chair
Seattle Colleges Foundation



CAMPAIGN DOLLARS AT WORK

Supporting Students

Regardless of background, few make it through college — any college — without considerable financial, academic and personal support.

Scholarships

Students from more privileged backgrounds can usually rely on family to cover costs while in school. If they work, it's usually just a few hours a week. But Seattle Colleges students typically have family incomes of \$30K to \$60K a year — in a city where you need at least \$82K for an average one-bedroom apartment and essentials like food, utilities, transportation and healthcare.¹ To make ends meet, our students often work well beyond the 15 hours a week where grades are known to suffer.²

Thanks to *Equity Can't Wait* and other Foundation support, this year hundreds of Seattle Colleges students received competitive scholarships averaging \$3,500. The benefit is financial, yes, but also psychological. Students routinely tell us that being selected validates their hard work and gives them fresh resolve to persist.

Sahra

South Seattle College



A second-generation Somali-American,

Sahra is majoring in public health, hoping to be part of solutions to future crises like Covid-19 both close to home and in Africa, where she recently paid her first visit.

Mokish

Seattle Central College



A prodigy with languages and a one-time translator for

American forces in Afghanistan, Mokish fled his homeland under threat from the Taliban in 2016. He's now earning his associate's in computer science, and hoping to one day transfer to a 4-year program.

Lakeisha

North Seattle College



Lakeisha is a bachelor's student in the early

childhood education program at North Seattle College. She's eager to help reweave the pre-K system that Covid has ruthlessly unraveled. Her love: programs that genuinely embrace children of every background and ability.

¹ "Report: Seattle's cost of living is 56.8% higher than the national average" | SeattlePI.com: <https://bit.ly/3gflTc2>

² "Who does work work for?" | ACT Center for Equity in Learning: <https://bit.ly/3ujERXe>



SEATTLE PROMISE SCHOLARSHIPS.

The Seattle Colleges are leaders among America's community colleges in innovating ways to help students thrive. One example is Seattle Promise, a partly City-funded program for Seattle's newest high school grads. It combines two years of free tuition with services tightly tailored to individual students.

Foundation donors have provided scholarship dollars for Promise students with extra need. Our donors have also let us back two groundbreaking initiatives that serve both Promise students and our student body overall.



Student Services

ADDED ADVISORS. Just like students at other colleges and universities, students at the Seattle Colleges can be overwhelmed by the superabundance of options. We have courses in nearly 130 different subjects, and credentials ranging from skills badges, to professional certificates, to associate degrees, to bachelor's programs.

Navigating the choices could be overwhelming, time consuming, and ultimately frustrating, leading some students to flounder and walk away before finishing. The availability of a knowledgeable, highly committed advisor can make all the difference. The Colleges are determined to provide every student with upfront and ongoing help to find and navigate the pathway best matched to their goals, and to connect quickly with any services they need to succeed, such as mentoring, tutoring, or mental health counseling. A **\$1.5 million investment** will let each of the Colleges hire two additional advisors for three years.

PROJECT BALDWIN is a many-faceted mentoring and community-building program for Black, Latinx, Native American, and Asian Pacific Islander males at the Colleges. These men typically complete their programs at rates significantly lower than their White and Asian peers. But through the support of caring mentors, and of peers with similar stories and struggles, Project Baldwin programs aim to close the gap. With **\$1 million in funding** these efforts can grow significantly in scale.

Clarify the path

Help students choose and enter a path

Help students stay on the path

Ensure that students are learning



Powering Innovation

The Seattle Colleges are celebrated for creatively adapting to the shifting needs of students, the community, and employers. In that spirit, over the last year we've proactively invested in programs expected to be in high demand after the pandemic.

Pre-apprenticeships

If there's a bright side to our community's recent ordeals, it's greater awareness and appreciation of those whose labor is too often overlooked. Workers of all kinds have kept our community functioning. Among these are skilled tradespeople like electricians, plumbers, carpenters, ironworkers, and cement masons, who, almost without pause, have continued their dedicated work on the places where we live, work, shop and recreate.

Workers in the skilled trades tend to skew older, and an impending labor shortage has been clear. But the shortfall is now expected even sooner because — amid the pandemic's stresses and rigors — some have indicated they'll retire early.

To address the gap, and help a new generation step into these good, well-paying jobs, the Schultz Family Foundation and McKinstry have generously invested **\$375K in programs to attract and support more pre-apprentices**, letting individuals gain the knowledge and essential skills to compete for an apprenticeship. If accepted, what typically comes next is four years of paid, hands-on advanced skill-building with an area union, along with targeted academic preparation at a community college. On completion, a new journey-level tradesperson can usually rely on stable long-term employment and, with time, six-figure pay.



Apprenticeship Education Center at Georgetown — by far the largest such facility in the state — puts such inclusion front and center.

It's both equitable and (because of shifting demographics) only practical that our city foster a next generation of skilled workers that's significantly more diverse in race, gender identity, and sexual orientation. The investment in South Seattle College's

New baccalaureate program: a B.S. in Computer Science

Tech is consistently a leading engine of employment in our region, each year creating thousands of positions that pay well, provide good job security, and significantly influence our collective wellbeing. Most of these roles go to people with a 4-year computer science degree. Given that local colleges and universities generate only a fraction of the needed grads, companies intensively recruit talent from elsewhere.

Having these newcomers is positive. They enhance the collective brainpower of our region, and add cultural richness and fresh perspectives to the civic conversation.

But what if local young people — greater than half of whom are people of color — would like tech careers... yet effectively have nowhere to go for a bachelor's? This initiative answers that question. Amazon is investing a foundational **\$1 million in a new B.S. in Computer Science program** at the Colleges. We expect to welcome the first students in Fall, 2022.



If there's a bright side to our community's recent ordeals, it's greater awareness and appreciation of those whose labor is too often overlooked.

Next for the Campaign

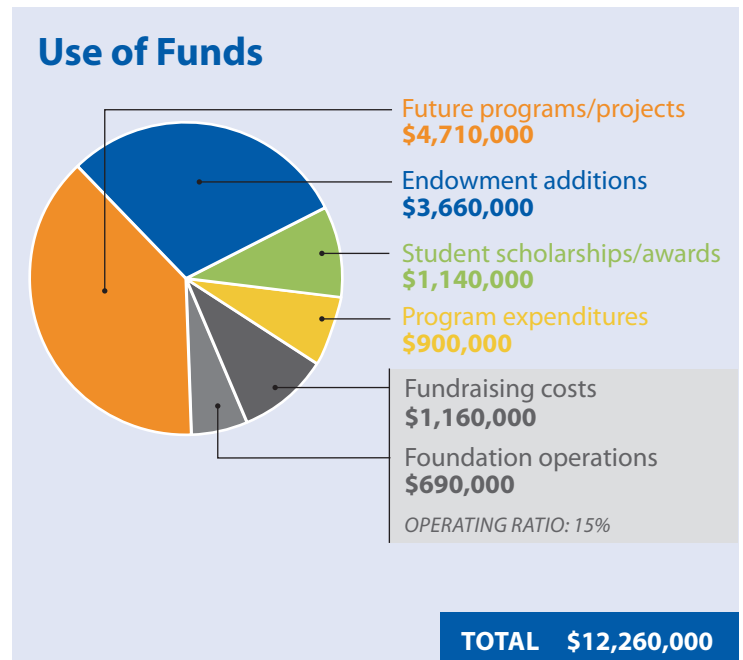
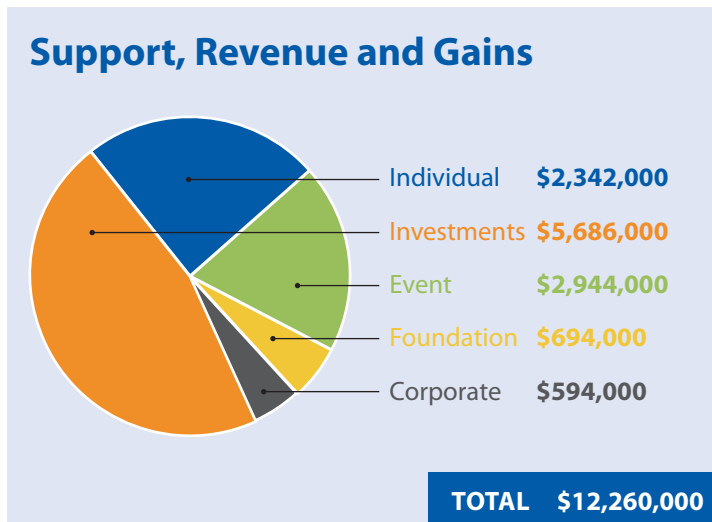
We're exhilarated at the support generated by *Equity Can't Wait*. Now the challenge is to sustain and accelerate that momentum so that, as the pandemic ebbs, the Colleges are prepared for a surge in enrollment from community members eager to re-take control of their lives — and see education as a key.

In the year ahead our work will particularly focus on:

- Financial support for students
- Full funding of pre-apprenticeship programs
- Successful launch of the Colleges' new BS in Computer Science program
- Modernizing classrooms across our campuses so they can better support online and hybrid teaching

2020–21 Financials

July 1, 2020 to June 30, 2021



Like to learn more? Contact us at advancement@seattlecolleges.edu

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Dr. Rosie Rimando-
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Seattle College

EQUITY CAN'T WAIT.



 NORTH SEATTLE
COLLEGE



 SEATTLE CENTRAL
COLLEGE



 SOUTH SEATTLE
COLLEGE

QUICK STATS

32,930

students in the 2020-201 school year

52%

people of color

48%

first in their families to attend college

28

average age

16%

under age 20

20%

have dependents

36%

enrolled full-time

44%

work half-time or more

\$1 million +

lifetime earnings versus stopping after high school

The Equity Can't Wait campaign focuses on helping students at North Seattle, Seattle Central and South Seattle Colleges — particularly students historically underserved by higher education—to dream big, be supported, and fully realize their unbounded potential. To meet the challenges ahead, our community needs the talents of everyone, of every background.

Learn more about the campaign, or lend your support: equitycampaign.info