

Our mission is to lead the incorporation of equity, diversity and inclusion into all that we do and who we are as an institution, through campus-wide education, awareness, understanding and application of the value of diversity, an inclusive campus climate, and the importance of equitable outcomes for all.



Inclusive Culture and Campus Climate

Cultivate and foster an inclusive environment, where all feel welcome, safe, and a sense of belonging.

OBJECTIVES

- Promote opportunities for the college community to weigh in on and stay informed about policy and programming decisions.
- Implement a People of Color (POC) caucus, to create a safe and inclusive space where faculty and staff can build affinity and collectively use their voice.
- Provide continuous in-depth Culturally Responsive, Unconscious Bias and Racial Equity training, as a mandatory College-wide effort.
- Provide workshops and professional development opportunities for team building, crucial conversations, and dismantling inappropriate conversations, teaching practices, and culturally insensitive remarks.



Equity, Access, and Engagement

Actively seek to dismantle systemic inequities and close the opportunity/achievement gap.

OBJECTIVES

- Identify and remedy barriers contributing to lower retention rates for historically marginalized groups.
- Collaboratively develop best practice strategies for increasing retention and completion of underrepresented students.
- Provide support in implementing EDI goals in every division to improve student outcomes.
- Develop an Equity Tool to help guide and inform institutional decision-making processes, policy creation, policy review, programming, and interventions.
- Develop and embed EDI into curriculum and instructional practices (e.g., diversity designation policy and inclusive pedagogy)



Faculty and Staff Diversity

Increase and retain a diverse workforce that reflects our college's student body and surrounding communities.

OBJECTIVES

- Embed EDI competencies into the hiring process, criteria, evaluation of applicants, onboarding, and retention.
- Implement mandatory *Inclusive Hiring Practices* training for hiring committees and managers.
- Implement Employee Resource Groups to build workforce engagement.
- Strengthen partnerships with community-based organizations that provide services to underrepresented populations within our service area.