

Clover Park Technical College Diversity Plan 2016-2018

Vision

Clover Park Technical College welcomes, values, and respects the differences and commonalities of all people. We demonstrate commitment to diversity by celebrating our differences and treating everyone with fairness and respect.

Values

We believe in ...

Accountability	Equality	Honesty	Respect
Collaboration	Equity	Inclusion	Social Justice
Compassion	Fairness	Openness	

Based on Clover Park Technical College's Diversity Vision and Values, along with the information received through the All Campus Diversity Survey, the following Diversity Plan goals, and strategies were developed:

Our Purpose

The Diversity committee is here to provide feedback and encouragement in support of the goals of the Diversity Plan. Committee Members will serve as liaisons to the senior administrators to assist in the achievement of our diversity values and goals.

Cover Sheet Submitted by Sheli S.

Goal	Strategy	Action	Department Responsible	Due Dates (if applicable)
<p>1. Training: Increase the level of awareness and knowledge of diversity and equity among students and employees.</p>	<p>a) Professional development & staff training on diversity & equity issues.</p>	<p>a1) Offer at least 1 diversity & equity training for faculty & staff.</p>	<p>a1) President's Office & Human Resources</p>	
		<p>a2) Host a minimum of 3 campus events & programming designed to promote diversity & inclusiveness.</p>	<p>a2) Diversity Committee, Multicultural Programming, International Education Programs, Student Learning, & Associated Student Government</p>	
		<p>a3) Create and assess tools to evaluate effectiveness of trainings, programs, & events.</p>	<p>a3) Diversity Committee & Human Resources</p>	
	<p>b) Provide ongoing resources on diversity for faculty & staff.</p>	<p>b1) Maintain diversity resources inventory available through the CPTC library on the Diversity Committee website.</p>	<p>b1) Diversity Committee & College Relations</p>	

		b2) Identify funding resources &/or allocate funds for both on-campus training & employee expenses for off-campus events.	b2) Diversity Committee, Multicultural Programming, International Education Programs, Student Learning, & Associated Student Government	
	c) Increase the participation of faculty & staff in diversity & equity training.	c1) Integrate equity & cultural competence skills as essential job functions for all faculty & staff.	c1) President's Office & Human Resources	
		c2) Examine the accessibility of training activities to identify ideal training times & formats for broad participation.	c2) Diversity Committee & Human Resources	

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2. <u>Personnel</u> : College staff, faculty,	a) Continuous review of the	a1) Ensure there is a diversity/bias	a1) Human Resources	

<p>and administration will reflect the diversity of the communities we serve. CPTC will provide equal opportunities for people of all backgrounds in areas of recruitment, retention, professional development, and promotion.</p>	<p>recruitment & hiring process to ensure that diversity & inclusivity are promoted & the process is equitable.</p>	<p>training component for members of hiring committees.</p>		
		<p>a2) Ensure continuous assessment of recruiting announcements/ads & solicit input from the campus community to assure that position announcements are advertised to diverse groups, organizations, & potential applicants.</p>	<p>a2) Human Resources</p>	
		<p>a3) Review best practices for increasing the diversity in recruitment/hiring.</p>	<p>a3) Human Resources & Diversity Committee</p>	
	<p>b) Efforts to increase the retention of diverse staff.</p>	<p>b1) Examine data on a biannual basis to evaluate campus climate related to diversity, equity, & inclusion.</p>	<p>b1) Human Resources, Diversity Committee, & Institutional Effectiveness & Accreditation</p>	

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<p>3. <u>Students</u>: The college environment fosters awareness of diversity and equity through expanded educational programs, sponsored activities, and student services. CPTC will improve the participation of students of diverse cultures and backgrounds both in the College and in programs in which they have traditionally been underrepresented.</p>	<p>a) Improve awareness among traditionally underrepresented students about grants & financial aid processes & opportunities available to them.</p>	<p>a1) Make critical financial aid forms available in alternative languages/formats.</p>	<p>a1) Student Success - Financial Aid & Disability Services</p>	
	<p>b) Expand recruiting efforts in programs where diverse student populations are traditionally underrepresented.</p>	<p>b1) Review collected data to identify programs where diverse student populations are underrepresented.</p>	<p>b1) Diversity Committee, Admissions, Student Learning, & Institutional Effectiveness & Accreditation</p>	
		<p>b2) Identify recruitment opportunities for underrepresented populations.</p>	<p>b2) Diversity Committee, Admissions, & Student Learning</p>	

	c) Encourage diverse representation, understanding, & awareness about diversity issues within student government.	c1) Provide at least one diversity training with the focus of increasing cultural competency as a component of the training process for new student government officers & participants.	c1) Student Success - Associated Student Government	

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4. <u>Campus and Environment</u> : CPTC will offer a physical environment that is inviting and accessible for all students, faculty, staff, and visitors which allows for full participation in the life and work of the College community.	a) Diverse populations are represented in campus signage & art.	a1) Maintain a "photo bank" of photos that include special populations for use in publications and signage.	a1) College Relations	

		a2) Identify locations around campus that allow opportunities to display student & staff multicultural projects &/or artwork.	a2) Diversity Committee, Associated Student Government, College Relations, & Student Learning	
		a3) Add signage in multiple languages & formats on campus.	a3) Finance & Administration	
	b) Campus is fully accessible to allow full participation of all individuals in classes, programs, & activities.	b1) Continue to assist in the evaluation of accessibility at the College.	b1) Finance & Administration & Disability Services	

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<p>5. <u>Grants, Funding, and Outside Resources</u>: CPTC will continue to pursue additional funding resources to further diversity efforts and ensure that diversity components are included in applications for grant and supplemental funding.</p>	<p>a) Seek out grant funding specifically for diversity & equity activities, trainings, initiatives, & events.</p>	<p>a1) Identify appropriate venues for diversity related funding.</p>	<p>a1) Strategic Development</p>	
	<p>b) Build in diversity & equity components to existing grant applications.</p>	<p>b1) Consider a broad definition of diverse populations (such as those identified in this plan) when seeking funding.</p>	<p>b1) Strategic Development</p>	
<p>6. <u>Culture</u>: CPTC will work to create systemic change of the campus culture to an environment that values and respects equity, diversity, and inclusion.</p>	<p>a) Continue to develop strategies to evaluate change in the campus environment.</p>	<p>a1) Research campus data & evaluate change.</p>	<p>a) Diversity Committee</p>	
	<p>b) Identify strategies &/or best practices to change the campus culture to be more inclusive.</p>	<p>b1) Provide safezones, updated signage & training opportunities campuswide.</p>	<p>b1) Diversity Committee, Strategic Development & Finance and Administrations.</p>	

	c) Continue to develop community partnerships & organizational memberships that support campus diversity efforts.	c1) Identify diversity related organizations that the college is or should be a part of.	c1) Student Success, Diversity Committee & Student Learning	