

LEADERSHIP DOCUMENT ON DIVERSITY

<i>Mission: Inspire, Challenge and Educate</i>				
Diversity-specific Institutional Systems:	Workforce Education	General Education	Student Centered	Community Relationships
Governance	<ul style="list-style-type: none"> Develop and institute diversity-specific departmental policies which result in intercultural education to address diverse learning needs. Internal (IDEAL Council) and external (CDAC) groups work collaboratively with responsible department(s) to forward the diversity-specific initiatives under each theme and within the institutional system. 			
Human Resources	<ul style="list-style-type: none"> Include diversity statement requirement as part of the application and interview process. Ensure diverse representation on hiring committees for college positions. Prepare faculty with cross-cultural skills to assess and address diversity in the classroom. 	<ul style="list-style-type: none"> Implement ongoing diversity skill development for faculty and staff to better serve all students and college community Include diversity competencies in measures of faculty and staff evaluations. 	<ul style="list-style-type: none"> Ensure CDAC and/or a community representative on selection committees for faculty and exempt positions. 	
Education Resources	<ul style="list-style-type: none"> Infuse diversity-related curriculum in classroom instruction. Develop and implement curriculum that addresses different learning styles. Survey students for intercultural understanding as it relates to their classroom and future workplace environment. Provide diverse networking resources to assist with job placement (e.g., broad spectrum of employers and industries). 	<ul style="list-style-type: none"> Support and encourage student participation in college cultural events. Recognize attendance at cultural events as an element of career training and general education syllabus. Promote cross-cultural acceptance in the college learning environment. 	<ul style="list-style-type: none"> Foster mutually beneficial relationships between community organizations and the college (e.g., Educational Opportunity Center, Veterans, and Employment Security) for the college success of students. Invite community and industry representatives to campus for seminars and workshops. Recognize participation in community cultural events and/or community services as an element of career training and general education syllabus. 	

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Diversity-specific Institutional Systems:	Workforce Education	General Education	Student Centered	Community Relationships
Student Support Resources	<ul style="list-style-type: none"> • Provide opportunities to address different learning styles and related intercultural learning. • Provide a bias-free learning environment. 		<ul style="list-style-type: none"> • Evaluate and modify current communication methods for promoting intercultural college and community events in order to increase participation. • Provide opportunities for students to identify different learning styles, including their own, to foster intercultural learning. 	<ul style="list-style-type: none"> • Foster mutually beneficial relationships between community organizations and the college (e.g., Educational Opportunity Center, Veterans, and Employment Security). • Increase awareness of cultural events of the college within the community (e.g., Dr. King, Global Heritage, and Health Fair).
Library and Informational Resources	<ul style="list-style-type: none"> • Develop an acquisition policy that results in educational materials which depict and represent diverse groups and subject matter. 			<ul style="list-style-type: none"> • Partner with local libraries to expand student access to resources in the community.
Financial Resources	<ul style="list-style-type: none"> • Provide equitable financial resources for the educational success of all students. 		<ul style="list-style-type: none"> • Provide equal access to financial and scholarship opportunities for students. 	<ul style="list-style-type: none"> • Continue to explore scholarship resources from a broad range of financial institutions and community organizations.
Physical and Technological Resources	<ul style="list-style-type: none"> • Provide physical and technological resources that remove barriers, facilitate access and encourage intercultural acceptance (e.g., safe zones). • Provide a welcoming space where people from all backgrounds are respected and valued. 			