

College DEI Plan: Goals 2022–2023

- **Access and success**

- Increase access, retention, and academic success of historically underrepresented and underserved students
 - Create a mechanism for identifying underrepresented and underserved students
 - Identify current state and benchmarks for retention and academic success
 - Develop a plan to increase retention and academic success of underrepresented and underserved students
 - Identify retention strategies
 - Develop or enhance strategies for faculty to work w/Climate and Intergroup Relations
 - Foster a climate that is supportive and respectful that values and integrates differing perspectives and experiences
 - National Survey of Student Engagement (NSSE) for students
 - Foster efforts to honor nationally recognized observances to expand awareness of population-specific issues; support collaboration among staff, faculty, and students organizations; and showcase the celebrations as visual symbols of the College's commitment to diversity, equity, and inclusion
 - Share diversity initiatives at

- college-wide meetings, Board meetings, and other relevant events.
 - Celebrate nationally recognized heritage months
 - The students who are in danger of failing their courses, and develop a consistent, cohesive policy that better structures how faculty handle struggling students
 - Retain a diverse faculty and staff
 - Identify current state and benchmarks regarding diversity among faculty and staff

● **Training and Education**

- Offer events for students that achieve DEI learning goals.
 - Hold one DEI learning event annually
 - Review College's general education learning outcomes and practices in relation to diversity
- Increase multicultural competencies of faculty and staff
 - Hold one professional development opportunity related to DEI annually

● **Infrastructure and Accountability**

- Integrate DEI into the college's culture of continuous improvement.
 - Use social media to communicate DEI events