

Strategic Direction 1 Develop a campus assessment of diversity and equity (CF 1.3.2)

Goal 1: Implement a diversity mapping tool by FY2018

Goal 2: Map and assess diversity and cultural competency of employees by FY2018

Strategic Direction 2: Provide professional development to increase faculty and staff Economic, intercultural and global competency (SP, MAP 1.4, CF 1.31., 1.3.4, HLC 1C, 3D)

Goal 1: Institutionalize an equity and inclusion model by FY2018

Goal 2: Develop a college-wide global competency plan and curriculum that includes a cultural resources clearinghouse by FY2018

Goal 3: Provide staff resources to support Office of Civil Rights required English Language Learner (ELL) supports and resources by spring 2017

Strategic Direction 3 Increase global awareness and cultural competency of students and Community. (SP, MAP, CF 1.3.1, HLC 3D, 3E)

Goal 1: Increase Student Life's role to serve as a key facilitator of engaging students' global awareness and cultural competency by FY2018

Goal 2: Provide cultural, diversity and equity events at both campuses by FY2017

Goal 3: Facilitate conversations on course curriculum to support our campus mission to prepare students for a complex, diverse and global society by FY201

Strategic Direction 4: Increase and retain diverse faculty and staff (SP, CF 1.3.3)

Goal 1: Conduct annual hiring manager trainings to understand the importance of a diverse workforce and how to lead an inclusive search process by FY2017

Goal 2: Promote participation of a member of the CLC Diversity Committee to serve on each search committee team by FY2017

Goal 3: Establish collaborative inclusion events to promote interaction between faculty and staff by 2018

Strategic Direction 5: Reduce and eliminate the achievement gap (SP, MAP, SEP, CF 1.1.2, 1.31, HLC 3D, 4C)

Goal 1: Improved persistence and success rates for students of color and American Indian students by 2018

Goal 2: Increase K12 Race Equity partnerships to strengthen pathways for diverse Students by FY2018

Goal 3: Increase the diversity of the student body 2% by FY2018

Strategic Direction 6: Establish partnerships with diverse communities and organizations. (CF 1.3.1, HLC 1D)

Goal 1: Establish a community diversity committee by FY2018

Goal 2: Increase service learning with diverse community partners by FY2017

Goal 3: Increase collaboration with local tribal leaders, government programs, regional K12 Indian Education Programs by FY2018

Strategic Direction 7: Ensure a welcoming, supportive and safe campus environment (SP, SEP, MnSCU DP, CF 1.3.1)

Goal 1: Develop and implement a diversity issue centered annual campus climate survey by FY2017

Goal 2: Identify a meditation room on both campuses by FY2017

Goal 3: Identify diversity/multicultural centers in the Student Services Remodel Planning by FY2017

Goal 4: Develop a campus Sexual Violence Plan by FY2017

Goal 5: Develop a campus Drug and Alcohol Compliance Plan by FY2017

Goal 6: Develop a campus Disability Services Work Plan by FY2017