



Diversity, Equity and Inclusion Master Plan

2018-2025

Inspire Learning	Goals	Key Performance Indicators
<p>1.1 Promote excellence in teaching and learning to close the opportunity gap</p>	<ul style="list-style-type: none"> • Conduct annual professional development to increase faculty and staff cultural and inclusion competency • Facilitate employee listening sessions to assess training needs, bi-annually • Develop Phase II of the CLC Equity Plan to include Liberal Arts • Create cultural competency tool kits for faculty and staff 	<ul style="list-style-type: none"> • Minimum one training annually • Listening session conducted in September 2019, 2021, 2023 • Phase II and tool kits available Spring, 2020
<p>1.2 Foster strong relationships within our communities to support inclusion and equity work</p>	<ul style="list-style-type: none"> • Develop Humphrey Center for American Indian Studies Work Plan • Secure funding to expand programming within the Humphry Center to offer education sessions, children’s programs, and expansion of artifacts • Establish a CLC American Indian Advisory Board Charter, as required under law • Increase participation of American Indian graduates and community members in the American Indian Advisory Council • Co-host Mille Lacs Area Race Equity Summit and Youth Summit • In collaboration with area probation departments, establish a student success process to create individual student success plans for felons starting college • Establish a recovery safe space on each campus for students recovering from addiction and establish gatherings on each campus • Establish a community diversity committee in Brainerd and Staples to address all areas of diversity and inclusion • Facilitate programming to support mental health awareness and student support services 	<ul style="list-style-type: none"> • Humphrey Center Work Plan in place by November, 2019 • Funding established by Fall, 2023 • Charter in place by Fall, 2019; participation increase 5% by Spring, 2020 • Students from Isle, Onamia, and Nay Ah Shing attend Youth Summit on March 25, 2019 • Community members from the Mille Lacs Lake region attend Race Equity Summit on May 28, 2019 • Process in place and implemented by Fall, 2020 • Recovery safe space established and gatherings in place by Spring, 2021 • Committee established and meeting by Spring, 2021 • Make it OK Campaign and iCare strategies embedded into CLC campus culture by Spring, 2023

Advance Innovation	Goals	Key Performance Indicators
2.1 Increase global and cultural competency of students and community	<ul style="list-style-type: none"> • Develop an annual cultural, equity and inclusion events calendar at each campus • Create an event check list for employees interested in hosting events through an equity and inclusion lens • Facilitate conversations on course curriculum to support our campus mission to prepare students for a complex, diverse and global society • Develop a 4-year Student Life Cultural Competency Service Learning Project Plan to increase local service learning opportunities 	<ul style="list-style-type: none"> • Campus Climate Survey reflects campus efforts to support increasing skills in global, cultural and inclusion efforts • Checklist available to all employees by Fall, 2019 • AASC will conduct a formal review of Goal Area 7 to ensure courses meet the expectation of preparing students for a complex, diverse, global society by Spring, 2021 • Host one culturally based service learning, spring break trip per year • Increase local service learning opportunities by Spring, 2023
2.2 Increase Universal Design principals throughout the campus	<ul style="list-style-type: none"> • Create an Instructional Design position to support campus Universal Design work • Develop a college-wide Universal Design Plan • Increase faculty utilization of Closed Captioning services and other resources to support Universal Design efforts and ADA Compliance 	<ul style="list-style-type: none"> • Instructional Design staff member will be hired by September, 2019 • Universal Design Plan Design developed by Spring, 2020 • Requests for closed captioning services will increase 20% by 2023
Transform Lives	Goals	Key Performance Indicators
3.1 To reduce the opportunity gap, pursue intentional strategies that increase recruitment, persistence, completion, transfer, and placement of students of color	<ul style="list-style-type: none"> • Develop an English Language Learner Student Services Procedure • Implement Phase III of the Dental Assistant Diversity Grant to increase success of students of color and American Indians • Facilitate high school transition training for area high school special education teachers to better support students with disabilities to prepare for college • Facilitate college-for-a day transition events for area high school students with disabilities considering college • Facilitate workshops for CLC students with disabilities to support student success • Develop and Implement Phase II of the Campus Equity Plan • Establish a TRIO SSS Retention Plan • Establish an Accessibility Services Retention Plan 	<ul style="list-style-type: none"> • ELL Student Services procedures in place by August, 2019 • Increase graduation rate of students of color and American Indian in Dental Assist students by Spring, 2020 • Provided training to a minimum of 20 area high school special education teachers by Spring, 2021 • Host one college preparedness/transition event per year

<p>and American Indian students</p>	<ul style="list-style-type: none"> • Establish a plan to host youth camps throughout the year to increase access of underrepresented students to CLC • Develop an athletic orientation model • Develop plan to increase visibility of Upward Bound in the region by meeting with Upward Bound school boards and promotion through newspapers • Facilitate Upward Bound Transition Program for incoming CLC/Upward Bound students • Explore an international student recruiting model and potential funding sources • Establish a Raider-to-Raider African American Leadership and Mentorship group • Participate in Minnesota Association of Counselors of Color College Recruiting Fair 	<ul style="list-style-type: none"> • Host one student success workshop per semester • Liberal Arts faculty engaged in design and implementation of the Liberal Arts Equity Plan • Workplan in place by Spring, 2020 • TRIO Retention plan in place by Fall, 2019 • Marketing plan in place to promote camps by Fall, 2019 • Implement orientation model Fall, 2019 • Schedule in place to meet with school boards, articles in newspapers by Fall, 2020 • Host camp, August 2019 • Campus-wide engagement to explore international students model by Fall, 2019 • Increased campus engagement with male students of color by Fall, 2019 • Attend fall and spring recruiting fairs, 2019-20 • Improve persistence and success rates of students of color and American Indian students 2% by Spring, 2020 • Increase the diversity of the student body by 3% by 2023
<p>3.2 Ensure a welcoming, supportive, and safe campus environment</p>	<ul style="list-style-type: none"> • Develop and implement a campus climate survey focused on diversity issues • Conduct campus American with Disability Act (ADA) Compliance Review • Develop a Corrective Action Plan based on areas identified through the Office of Civil Rights (OCR) on-site review • Facilitate Safe and Drug Free Schools Act: Drug and Alcohol Compliance • Implement and evaluate the Title IX-Sexual Violence Prevention Plan • Create an inclusive Athletic Office Suite for athletes and their families exploring CLC • Conduct LGBTQ Safe Spaces training annually for employees and students 	<ul style="list-style-type: none"> • Implement survey by Spring, 2022 • Conduct campus practices review by Spring, 2020 • OCR Corrective Action Plan approved by Minnesota State by Spring, 2019 • Safe and Drug Free Schools Compliance Plan implemented; MOU with law enforcement agencies updated by Fall, 2019

	<ul style="list-style-type: none"> • Identify a diversity/multicultural center in the Student Services Remodel Planning • Identify a meditation room on both campuses 	<ul style="list-style-type: none"> • Inclusive Athlete Office Suite created by August, 2019 • Safe Spaces training conducted annually • Multicultural Center space created by Spring, 2023 • Mediation room created by Spring, 2022
3.3 Increase Student Life's role in addressing food insecurity, housing, and transportation issues for students	<ul style="list-style-type: none"> • Develop a food insecurity work plan • Facilitate a discussion with area landlords to discuss uniformity of student leases and other issues that impact student success • Develop a collaboration plan with Region 5 partners to explore college student transportation gaps 	<ul style="list-style-type: none"> • Students indicate less food insecurity, fewer housing and transportation concerns by Spring, 2023 • Dialogue with landlords initiated by Spring, 2020 • Higher education transportation needs addressed by Spring, 2021
3.4 Increase and retain diverse faculty and staff	<ul style="list-style-type: none"> • Conduct annual hiring manager trainings to understand the importance of a diverse workforce and how to lead an inclusive search process • Promote participation of a member of the diversity committee to serve on search committees • Establish implicit bias training module for new employee orientation • Establish collaborative inclusion events to promote interaction between faculty and staff 	<ul style="list-style-type: none"> • Increase employees of color in areas of underrepresentation by Spring, 2020 • Per the Great Colleges to Work for Survey, employees state CLC values and models inclusion, positive climate and relations by Fall, 2019 • Maintain compliance with the Office of Civil Rights