

INSTITUTIONAL STRATEGIES

GOAL 1: Find and hire diverse employees to achieve proportional representation.

Objective: Make the institution attractive to diverse employees through engagement and providing pathways to employment for diverse candidates.

GOAL 2: Retain diverse talent to achieve and maintain proportional representation.

Objective: To provide resources, support, and incentives for existing diverse employees.

GOAL 3: To achieve an equitable and structured hiring process that benefits diverse candidates and makes the search committee operate as a search and screening committee.

Objective: To require structure, training, and evidence-based criteria in the hiring process so that the evaluation of candidates is inclusive and unbiased.

GOAL 4: Achieve equitable educational outcomes by expanding learning support specifically for underrepresented students.

Objective: Expand the use of corequisite remediation and other learning support techniques.

GOAL 5: Achieve equitable access into academic programs by developing institutional structures that focus on underrepresented students and equity.

Objective: Support excellence and ensure equal access into academic programs for underrepresented students to eliminate structurally racist practices.

GOAL 6: Remove the ability to pay as a barrier for underrepresented students from enrolling, persisting, and completing college.

Objective: Eliminate financial barriers that prevent underrepresented students from enrolling, persisting, or completing college.

GOAL 7: Identify barriers to equity by seriously analyzing disaggregated data.

Objective: Identify barriers to equity in proportional representation, educational outcomes, access to dual credit for underrepresented students. Commit to longitudinal data collection and analysis of disaggregated data.