FOCUS ON EQUITY

Diversity Council Takeaways From 2017/18 Employee Experience Survey

Put Students First

- Address barriers to enrollment and retention
- Provide students with tools to more effectively navigate barriers and college structures/systems
- Increase financial literacy and understanding of financial aid
- Improve learning opportunities for students
- Invest in programs to grow a robust college

Cultivate a Respectful Environment

- Provide staff with tools to adequately deal with current acts of hostility/intimidation
- Work to eliminate acts of hostility/intimidation in the future
- Eliminate acts of bullying
- Encourage the growth of empathy
- Empower staff with tools to communicate more effectively across differences

Increase Accountability

- Need parallel reporting and action structures so there are clear consequences for reported behaviors that violate college policies
- Be willing to terminate employees who repeatedly don't fulfill job duties and/or violate college policies
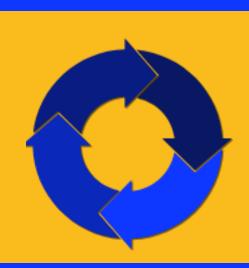
Increase Accessibility

- Take actions to reduce/eliminate known barriers
- Use broad, community based approaches to identifying and reducing additional barriers
- Shift marketing approaches to increase visibility and more accurately reflect our student population
- Call attention to language and how it is being used to include/exclude and empower/disempower people

Foster a Cultural Shift

- Improve transparency and communication
- Focus on where we want to go instead of where we have been
- Create a more positive working environment at the college

Rethink Structures and Systems

- Enrollment Services
- Governance System
- Employee Code of Conduct
- Focus on Growth Mode