

## TC3 Diversity Plan Goals and Action Steps

GOALS and ACTION STEPS	RESPONSIBILITY	TIMELINE
<b>1</b>	<b>Increase student, faculty, and staff diversity.</b>	
<b>1.A</b>	Develop a plan for enrollment, retention and successful academic progress of a diverse student population. Dean of Org. Success & Learning Dean of Operations DEAC (track annual levels)	Report Progress Annually
<b>1.B</b>	Strengthen faculty and staff search procedures to increase diversity of pool of applicants. (Note: This includes an examination of criteria established for each position.) Human Resources College Deans (Hiring in their areas)	Report Progress Annually
<b>1.C</b>	Take steps to attract applications for adjunct positions from traditionally under-represented groups. Human Resources Dean of Instruction	Report Progress Annually
<b>2</b>	<b>Improve the campus climate/institutional environment as it relates to diversity and equity dimensions.</b>	
<b>2.A</b>	Support campus clubs and groups that appeal to and address the social and cultural needs of students from diverse backgrounds (e.g. Spanish Speakers Club, LGBT, etc.) Multicultural Services Dean of Student Life Student Advisory Board Campus Activities (club diversity)	Report Progress Annually
<b>2.B</b>	Provide services and supports to address the academic needs of students from diverse backgrounds. Provost Baker Commons Org. & Planning Board Dir. Counseling and Career Services Director of Residential Life	Report Progress Annually
<b>2.C</b>	Schedule and publicize regular campus events, seminars, educational programs to encourage understanding, awareness of diversity dimensions. Director of Residential Life Faculty Director of Campus Activities Director of Multicultural Services	Report Progress Annually
<b>2.D</b>	Facilitate the design, development, and implementation of a variety of training programs for all faculty, staff, and students to improve the college climate. DEAC Director of Multicultural Services	Report Progress Annually
<b>2.E</b>	Establish a welcoming and accessible physical and learning environment for all who come to the TC3 campus. Director of Facilities Coordinator of Access & Equity Svcs Human Resources Affirmative Action Officer	Report Progress Annually

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<b>3</b>	<b>Infuse diversity and equity goals into curriculum and instruction and the overall academic life of the college.</b>	
<b>3.A</b>	Include a diversity component in all Master Course Syllabi (may be accomplished in a variety of ways). Provost Associate Dean of Curriculum	Report Progress Annually
<b>3.B</b>	Encourage development of learning communities reflecting multi-cultural topics. Provost Dean of Instruction	Report Progress Annually
<b>3.C</b>	Track and improve completion and retention rates and other student success factors for traditionally under-represented populations. Associate Dean of Institutional Research	Report Progress Annually
<b>3.D</b>	Integrate instruction, curriculum and the co-curricular life of the college. Provost Council	Report Progress Annually
<b>4</b>	<b>Establish internal and external collaborations/partnerships that contribute to broadening campus and community diversity.</b>	
<b>4.A</b>	Increase outreach to area agencies and organizations with diverse memberships to: *Host tours and visits to campus *Expand community service *Serve as resources for speakers, etc. Dean of External Relations Director of Admissions	Report Progress Annually
<b>4.B</b>	Increase collaborative learning opportunities with area multicultural agencies, businesses, etc. Dean of External Relations Faculty	Report Progress Annually
<b>4.C</b>	Facilitate TC3's increasing presence in diversity-related community events. Dean of External Relations Chief Development Officer Campus Activities/Clubs	Report Progress Annually