



Chapter 1—The District

AP 1300 – Diversity Procedure

References: Title 5 Sections 53003; 53004; 53201; 53204; 53206; 53000; 51010

The Diversity Plan serves as a living document with established Framework and Goals that supports the District's commitment to diversity. The District Diversity Plan as defined in BP 1300 is the overarching plan for the District; the Colleges' are therefore responsible for:

- 1) Establishing a Standing Diversity Committee with representation of students, faculty, classified staff, and administrators that meets on a regular schedule throughout the academic year.
- 2) Establishing the parameters associated with a standing committee to include: Purpose Statement; Guidelines, Parameters and/or Resources; Meeting Schedule; How Work is Communicated; Recommendations Go To; and Committee Membership to include position, term, and name.
- 3) Creating a College Diversity Plan that reflects the framework and goals of the District, but also includes activities and implementation strategies that reflect the colleges' community needs and missions.
- 4) Scheduling a cycle of review that is incorporated into the Districts' Institutional Effectiveness Model.
- 5) Preparing an annual update for the Board in May of each year to include their College Diversity Plan and outcomes of their goals and activities.

Diversity Plan – Framework and Goals

- 1 Develop vision statements that incorporate the values of human dignity, equity, and community.
 - 1.1 Develop Principles of Community (Board Adopted March 11, 2009).
 - 1.2 Develop District Diversity Statement (Board Adopted March 11, 2009).
 - 1.3 Infuse Diversity into District's Vision, Mission and Statement.
 - 1.4 Create College Mission Statements that infuse diversity.
- 2 Embrace diversity and institutional transformation in a broad and comprehensive manner, which responds to changing demographics in our community and to the needs of underrepresented and/or disenfranchised groups.
 - 2.1 Develop and maintain a curriculum and classroom environment that includes diversity.
 - 2.2 Ensure that degree and certificate requirements include courses that reflect diversity.



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- 2.3 Ensure that standards and policies regarding student preparation and success consider the diversity of our student population and global community.
- 3 Conduct a critical review of practices that limit access and success.
 - 3.1 Conduct a biyearly campus climate survey to monitor progress toward creating an inclusive environment.
 - 3.2 Publicize the results, make recommendations for improvement and implement the recommendations.
- 4 Recruit and retain faculty, staff, administrators, and students of diverse backgrounds.
 - 4.1 Develop and Implement an EEO Plan.
 - 4.2 Recruit and retain a diverse pool of faculty, administrators and staff.
 - 4.3 Improve the quality of entry experiences for new faculty and staff.
 - 4.4 Recruit and retain a student body that reflects the diversity of the community.
- 5 Communicate across cultures and facilitate communication among diverse groups.
 - 5.1 Support student publications and multi-media broadcasts.
 - 5.2 Establish venues to facilitate communication among diverse groups.
- 6 Create opportunities for individuals to build cross-cultural relationships with others who think and believe differently.
 - 6.1 Create and maintain a Cultural Event series at each college.
 - 6.2 Strengthen study abroad as a means of incorporating diversity into students' experiences.
 - 6.3 Provide campus activities that include celebrations of diversity.
 - 6.4 Support campus clubs.
- 7 Incorporate development activities and mentoring with the major purpose of increasing the awareness and understanding of diverse populations and developing multicultural skills.
 - 7.1 Develop and implement a system to promote employee cultural competence.
 - 7.2 Career Advancement.
 - 7.3 Provide professional development activities to employees to promote awareness and understanding of diversity issues and to develop multicultural skills.
 - 7.4 Ensure that all members of the campus community understand the diversity values of the District.
 - 7.5 Encourage and support the diversity-related personal and professional development of employees, including their involvement in campus cultural activities.
- 8 Encourage, support, and recognize participation in community events, programs, and service organizations.



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- 8.1 Develop a diversity recognition award for employees.
- 8.2 Develop civic engagement programs for students.

- 9 Provide strong, ongoing, and visible leadership, support, and resources for diversity efforts (e.g., developing cultural competency, diversity education and training).
 - 9.1 Develop and Reinforce Diversity Infrastructure.
 - 9.2 College governance structure.
 - 9.3 Processes for institutional planning and budget development.

- 10 Develop a comprehensive accountability system to support the District's commitment to diversity.
 - 10.1 Academic Program and Services Review.
 - 10.2 Develop indicators of institutional effectiveness in the area of diversity to assess student performance, retention, degree/certificate attainment, graduation numbers, transfer numbers, placement/employment rates, etc. for various demographic groups.
 - 10.3 SLO – The global awareness indicator.
 - 10.4 Annual reports.
 - 10.5 Establish accountability structure for implementation of the plan.

Adopted: 4/27/2009