



AIMS COMMUNITY COLLEGE DIVERSITY PLAN

Mission

Aims Community College is a public, two-year, post-secondary institution dedicated to responding to the educational needs of the local, regional, and global communities. The College was created in 1967 to serve the immediate and future educational needs of individuals within the Aims Junior College Taxing District. Committed to meeting these needs, the College offers a variety of educational programs and services delivered with integrity and a high level of quality by a professional and caring faculty and staff.

Aims Community College recognizes individual differences in educational needs, desires, learning styles, and abilities. Thus, the College provides supportive and flexible learning environments where student success is of primary importance.

Aims Community College recognizes and celebrates diversity in society and believes that educational opportunity should be accessible to all individuals who can benefit from the College's programs and courses. To this end, the College provides comprehensive educational options including:

- certificates and associate degrees
- occupational, technical, general education, and college transfer programs
- short courses on topics of specific personal or career interest
- individualized instructional opportunities
- distance education options for alternative course delivery

Aims Community College recognizes the rapid pace of technological, social, and economic change that characterizes today's world. The College strives to be a dynamic and innovative organization where change is embraced and creativity is celebrated.

Aims Community College is a leading source for career education and workforce development. Thus, the College provides opportunities both to gain necessary skills for employment and to upgrade abilities needed for career advancement.

Aims Community College understands that our local, regional, and global communities possess multiple resources for responding to common educational and training needs. Therefore, the College seeks and invites opportunities to form productive and collaborative partnerships with other educational systems and institutions, organizations, agencies, and the business community.

Statement for Diversity

Diversity embodies differences. Some differences are immutable, those things we are born with or those we cannot change. Differences include race, color, ethnicity, sex, physical abilities/qualities, sexual orientation and age. Diversity also includes many qualities that we acquire, including education, religion, geographic location, income, marital status, and work experience to name only a few.

We must nurture and respect differences and appreciate the multitude of perspectives resulting from our differences. We must strive to provide an environment that is enriching to all. Along with recognizing differences, understanding and appreciating our shared humanity allows us to work and learn in an atmosphere where all are welcome and valued.

In addition to the mission statement, Aims Community College has established the following goals through its institutional strategic planning process:

- I. Ensuring the development and delivery of quality academic programs.
- II. Implementing student support systems and providing a caring, learner-centered environment.
- III. Creating and nurturing a college environment characterized by integrity, respect, safety, and a sense of community among students and employees.
- IV. Maintaining fiscal and physical plan stability, as well as supporting fiscal and physical growth and development, by linking strategic and master planning to the budget.
- V. Identifying and analyzing external factors and needs, and developing appropriate educational responses.
- VI. Creating and nurturing effective relationships with diverse populations.

There are clearly crosscurrents through these objectives that relate to the role of diversity in the Aims environment. Increasing diversity is a goal which is necessary to maintain and foster a quality educational environment. To move further along the path toward diversity, Aims has adopted goals, objectives, and initiatives.

2005/2010 Goals, Objectives, and Initiatives for Increasing Diversity

Goal 1: Increase enrollment and persistence of students of underrepresented groups at Aims Community College.

- A. Increase recruitment efforts directed toward district residents, particularly those groups who are underrepresented, to acquaint them with the advantages of higher education and what Aims can offer them.
- B. Increase the persistence and graduation rate of all students and increase the persistence of ethnically and culturally diverse students to the same level as non-minority students.
- C. Increase the recruitment, persistence, and graduation of all students in those areas in which they are underrepresented.
- D. Establish mechanisms to support students in achieving academic success.
- E. Track student outcomes and implement strategies to improve outcomes.

Goal 2: Increase the number of underrepresented individuals in faculty, administrative, exempt staff, and staff positions to be consistent with their availability.

- A. Identify under representation in all categories of employment and establish strategies to recruit qualified individuals.
- B. Identify strategies to maintain a retention rate among underrepresented employees which is no less than that of White non-Hispanic males.
- C. Establish relationships with regional universities having greater diversity in order to increase underrepresented individuals in our faculty.

Goal 3: Foster a total campus environment that respects and welcomes diversity.

- A. Ensure that Aims' curriculum will prepare students for the realities and complexities of life including the increasing diversity of the world in which we live and work.
- B. Oppose all unlawful and harmful discrimination through education, practice, and policy.
- C. Develop and implement ongoing opportunities for campus dialogue, education, and reflection on diversity related issues.
- D. Assess the dimensions of culture and climate inside and outside the classroom at Aims and develop and implement targeted strategies to foster a positive, supportive campus community.
- E. Initiate programs and incentives that promote professional development and advancement for all employees.
- F. Offer additional courses and programs of study which explore historical and cultural perspectives of people of diverse backgrounds.

Goal 4: Build and strengthen alliances with diverse communities and civic, business, community, and other organizations to support multiculturalism in the College and external communities.

- A. Identify and promote mutual exchange of ideas and resources to enhance multiculturalism.
- B. Identify and implement strategies to advance the continued development and support of multicultural perspectives among Aims' constituencies.

Goal 5: Identify and implement strategies to ensure the continued evaluation of College diversity efforts, including opportunities for feedback and ongoing communication.

- A. Identify and implement strategies that advance Aims' philosophy of diversity and that the advancement of diversity is the responsibility of all employees.
- B. Continuously review policies and procedures to assure that diversity is encouraged and maintained.
- C. Provide appropriate communication of results of diversity efforts.
- D. The Diversity/MultiCultural Council will review progress on a periodic basis to assure compliance with this plan.
- E. Develop a diversity advisory committee including members from community groups, organizations and businesses.

Approved: January 24, 2005