



## **Diversity Committee Charter**

### **Mission**

Clackamas Community College strives to address, explore, educate, learn about, and respond to the diversity of the human experience.

We prepare our students to successfully understand people with diverse perspectives and backgrounds by teaching critical thinking, empathy, and a deeper appreciation of others.

We create an inclusive, equitable, culturally competent, and supportive environment where staff, faculty, students and administration model behavior that enriches our community.

### **Purpose**

To Revive/restart a standing Diversity Committee made up of approximately 10 members representing different areas (see notes below about membership).

The Diversity Committee will assist the institution in developing a comprehensive strategic diversity plan focusing on the following three categories:

1. Diversity Training for Employees
2. Hiring/Retention of Diverse Staff
3. Diversity in Student Body

### **Definitions**

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### **Meeting Schedule**

TBD

### **Scope**

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### **Process**

## **Statement creation**

Group feedback was requested by presenting the statement to the following groups in late February and early March:

- ASG
- Executive Team
- College Council
- Human Resources
- Executive Classified Meeting

## **Goal or activity creation**

The Task Force worked to get campus input on what as a community would be important areas of diversity or equity that Clackamas should focus on. Community feedback was received by:

- Participated with a table at the ASG community resource fair on March 30<sup>th</sup>
- Department chairs and directors
- College Council
- Faculty senate
- Classified staff

## **Survey**

A survey was created and sent to campus community to determine three top areas that Clackamas should focus on in the areas of diversity and equity.

## **Relationship to Other Committees**

Cultural Arts Committee and International Education Work Group

## **Membership**

The Diversity Committee will have representatives from the following areas:

Part-time and Full-time Classified (one of each)

Part-time and Full-time Faculty (one of each)

Part-time and Full-time Students (one of each, not necessarily ASG students)

Admin/Confidential: someone from Human Resources and someone from the Leadership Cabinet

Multicultural Center officer

Someone to represent International Students