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## **Diversity Master Plan**

**2013-2014**

### **Mission Statement**

*Hocking College provides a unique, innovative, and quality education in a supportive experience-based learning environment, preparing students for employment and transfer education opportunities, while teaching the value of lifelong learning, promoting diversity and developing citizens who are engaged in their local and global communities.*

### ***Commitment to Diversity***

*The mission of Hocking College is immeasurably enriched by the students, faculty and staff who bring diverse experiences and backgrounds to our campus. We believe that diversity comes in many flavors, not just those typically considered--race, religion, color, age, gender, national origin, sexual orientation, physical challenge, or marital status--but also in thought, political persuasion, physicality, and spirituality.*

*Hocking College is committed to fostering an inclusive environment where the individual differences among us are understood, respected, recognized as a source of strength, and valued as qualities that enrich the environment in which we work.*

*Hocking College believes that diversity is a matter of institutional integrity and plays an integral role in educational excellence. Students learn better in a diverse educational environment, and are better prepared to become active participants in our pluralistic global society.*

*Our institutional commitment to diversity is made visible through celebration, through opportunities for introspection, and through artistic expression. It is a commitment that never ends, an open and ongoing dedication to creating an environment within which all individuals feel safe, valued and welcomed.*

*Hocking College expects the members of our campus community to promote this vision as fully and conscientiously as possible.*

**1. Increase cultural competence and understanding among students, faculty, staff, and administrators**

- implementing the cornerstone curriculum
- develop coursework in cultural diversity classes such as anthropology, sociology, cross cultural studies, and addiction studies
- build upon "train the trainer" work that commenced during Summer '10
- create opportunities/avenues for members of HC community to learn about diversity education through training and professional development
- maintain ties with Ohio University re: regarding major goals and collaboration

**2. Increase diversity of faculty, staff, and administration**

- check with HR re: affirmative action
- continue to recruit from a broad spectrum

**3. Increase diversity of student body**

- admissions department continues to recruit from broad geographic areas
- use of inclusive marketing materials

**4. Foster climate of respect, safety, and trust among diverse population within Hocking College community**

- diversity without division alliance is in place

**5. Provide relevant support to minority students**

- diversity without division alliance
- promotion of student diversity club
- continue safe zone training