

GOAL 2. Cultivate a diverse, equitable, and inclusive work environment that fosters employee engagement to support students.

ACTION PLAN 1. EXPAND DEI PROFESSIONAL DEVELOPMENT.

ACTION STEPS

1. Adopt College-wide DEI definitions for employees.
2. Assess DEI professional development (PD) at the College.
3. Add DEI PD on foundational DEI, teaching and learning, and work.
4. Expand marketing of DEI professional development to employees.

ACTION PLAN 2. INCREASE SOCIAL EVENTS AND RECOGNITION FOR EMPLOYEES.

ACTION STEPS

1. Revamp annual employee recognition program to include more employee awards.
2. Present annual "Shared Values Awards." A committee of all employee groups will select honorees, and awards will be presented by President at annual employee event.
3. Host social events for all employees throughout the year.
4. Create monthly communication of new employees.
5. Offer more College-wide programs focused on employee engagement.

ACTION PLAN 3. CONDUCT A 'DEI AUDIT' OF EMPLOYEE POLICIES AND PROCEDURES.

ACTION STEPS

1. From an equity lens, review employee policies and processes of the College.
2. Document where DEI gaps occur in employee policies and processes.
3. Address DEI gaps in employee policies and processes where feasible.