

**NASHUACOMUNITY COLLEGE
DIVERSITY PLAN AND GOALS**

Goal I: Promoting Diversity at the College

- Formulate and distribute a formal diversity plan for the College.
- Hire outside speakers/consultants to educate faculty and staff about matters issues regarding diversity, tolerance, harassment and discrimination.
- Emphasize to students the College's diversity policies during new student orientation.

Goal II: Recruitment and Retention of Underrepresented Students

- Increase efforts to recruit and to retain students of underrepresented groups.
- Involve current and former underrepresented students in the effort to recruit new underrepresented students.
- Evaluate the outcome of underrepresented student recruitment and retention efforts periodically.

Goal III: Recruitment and Retention of Underrepresented Employees

- Encourage applications from underrepresented group in all recruitment advertisement.
- Advertise job openings through channels that reach underrepresented groups.
- Involve current minority employees in the effort of recruiting new personnel.
- Prohibit use of language, physical action, and audio/visual material either insensitive to diversity tolerance or considered an act of harassment.
- Evaluate the outcome of minority employee recruitment effort periodically and report progress to the College community.

Goal IV: Promoting diversity through curricula and instruction

- Incorporate important work accomplished by persons of diverse background into instructional materials.
- Incorporate relevant information of interest to students of diverse backgrounds into instructional materials.
- Invite guest lecturers of diverse backgrounds to participate in instructional activities.
- Evaluate the outcomes of instructional diversity enhancement efforts periodically.

Evaluation

- Evaluate the outcomes of the College's diversity efforts periodically and report progress to the College community.
- Periodically measure the use of language, physical actions, and other instances either insensitive to diversity tolerance or considered an act of harassment.

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