

CYPRESS COLLEGE DIVERSITY COMMITTEE MISSION STATEMENT

Cypress College enriches students' lives by providing high quality education for transfer to four-year institutions, associate degrees, career technical education, and certificate coursework, as well as basic skills and opportunities for lifelong learning. The College is committed to promoting student learning and success, embracing diversity, and contributing to both the economic and social development of the surrounding community.

GOALS

The Diversity Committee will:

- A. Engage faculty, staff, and students to support and promote diversity
 - Support, coordinate, or implement programs, seminars and workshops district-wide that explore diversity issues for faculty, staff, and students
 - Continue to support and encourage the recognition of issues of equity and diversity as key components of our educational programs
 - Participate and collaborate with the growth of the District Diversity Committee in promoting its mission and assisting with its growth

- B. Assure that college hiring, recruitment, and retention processes promote diversity and equity
 - Serve as the College Committee responsible for collaboration with the District Office of Human Resources and District Office of Equity & Diversity to assure that hiring processes promote and support staff diversity
 - Serve as a resource to District Office of Human Resources and District Office of Equity & Diversity to assure that hiring and recruitment activities are publicized and advertised in a manner that reaches out to and encourages applications from diverse populations of potential candidates
 - Assure that new employees of the College are welcomed and provided with appropriate orientation activities
 - Support and advocate for an environment that facilitates retention of diverse faculty, staff, and management

- C. Coordinate the College effort to assure that messages and postings of materials and publications are sensitive to and take into account issues of equity and diversity
- Coordinate with responsible parties to assure that posted materials and College publications reflect and support diversity
 - Promote the communication of issues of equity and diversity at the College and throughout the District
- D. Serve as the College forum to address issues of equity and diversity in a proactive and constructive manner
- Respond in a timely and proactive manner when issues of equity and diversity are identified
 - Address issues that surface in the campus climate and student satisfaction surveys and participate in the development of action plans in response
 - Address current equity/diversity issues on campus
 - Promote awareness of and sensitivity to issues of equity and diversity at the College

Approved 9/14