2024-2025 ANNUAL DIVERSITY PLAN
2023-24 Annual Goals Update

GOAL ONE
Prototype Student Diversity Dialogs based on the success of Topic Circles and collaborate with the Office of Student Accessibility and Wellness to:
- Create two dialog-based discussions per semester led by a member of the Diversity Council.

STATUS: __Completed__. We had two Student Diversity Dialogs: 1) Mental Health and 2) Belonging. The Diversity Council also collaborated with OAR Topic Circles in an interview with James Dixon. We received qualitative student feedback which has provided topics for further discussions and areas where the college could continue improve.

Action Steps: Continue to have two Student Diversity Dialogs per semester on topics that resonate with our student population.

GOAL TWO
Incorporate accessibility and inclusivity professional development training for faculty, staff, and students.

Collaborate with the Student Accessibility and Wellness team by providing support and assistance in implementing the Paige Group recommendations around mental health and counseling at MVCC. This might include recommendations for increased training, alternative messaging, and suggestions to remove barriers and stigma on campus.

STATUS: __Ongoing__

Faculty Caucus held two diversity discussions during the year about Accessibility on Brightspace in the classroom. CITE (Center for Inclusive Teaching Excellence) has had three Coffee Conversations and three Lunch and Learns. (***General Information Session; Resources for Teaching Students with Low or No Vision****; and **AI and the Impact on academic achievement and integrity***.

Action steps: Continue to diversity discussions at Faculty Caucus. Continue to develop CITE as a space for conversations and academic professional development. CITE will take the lead in the college campus book read: '**Specifications Grading**' by Linda. B. Nilson in the Fall 2024.

GOAL THREE
Develop Programing to support Black male retention. *(Fall 24) Black Male Professional Panel*

STATUS: __Completed__
Event scheduled with guests confirmed. After lunch, the panel was asked three questions followed by Q&A

EmpowerMENt: Celebrating Excellence in Black Leadership
Panel: Jermiko Thomas (MVCC alum), Miguel Riascos (MVCC alum), and Doneilous King

Action Steps: Diversity Council will continue to collaborate with the BSU club and the director of Opportunity Programs to develop programming that supports Black male retention.

GOAL FOUR
Executive Director of Equity and Inclusion will be contact person for any micro-aggression complaints to help support inclusion and belonging on campus and will:
  - o   collect and assess concerns.
  - o   provide access and resources to students.
  - o   provide support.
  - o   share overall/general information with Diversity Council.
  - o   provide bi-annual written summary reports to the Cabinet for review.
Any shared information will be strictly confidential.

STATUS: Started
The groundwork has been laid to begin collecting reports in Fall 2024. Executive Director of Equity and Inclusion will set up a webpage that will include a 'Culture of Care Form' for students to submit bias/microaggression reports. The Executive Director of Equity and Inclusion will meet with the Dean of Student Life, to see if Hawk Tips might be modified to include a report process that is more accessible and practical for students.

Action Steps: Work with our Multimedia Developer to set up a DEI website where students could easily access the 'Culture of Care' form.

GOAL FIVE
Prototype MVCC Community Hour (once or twice) per semester at convenient times. Fostering community engagement. (*Wellness Council and Diversity Council collaboration*)

Status: Completed
The Diversity Council and Wellness Council partnered on two diversity inspired social gatherings. 1) *Yummilicious Cafe & Bakery and 2) MVCC's Recipe Cookbook Potluck Tasting*
Action Steps: Continue collaboration when possible.

2024 – 2025 DIVERSITY COUNCIL GOALS
1. Create awareness and programming about neurodivergence and learning.
2. Continue with Diversity Dialogs and Black male student programming
3. Ongoing goal of capturing bias and microaggressions.
4. Review and update of Charter.
5. Improve awareness and training on IT accessibility resources and computer literacy.
6. Collaborate with International Initiatives on programming one or two events.
7. Use the CITE platform to further DEI goals and professional learning.