

# Inclusion and Diversity Plan

## **Introduction:**

In the development phase of the 2018-2021 Strategic Plan, creating an Inclusion Plan was identified as a Strategic Initiative for the College. While many areas of the College currently engage in activities to promote Inclusion on our campus, there has been no central point for organization and initiative development. Due to the College's commitment to develop targeted processes for our Inclusion initiatives, a cross-disciplinary team was formed to develop a philosophical and process framework for Diversity and Inclusion-focused activities at the College. The Inclusion and Diversity Initiative, as the team came to be called, spent the 2019-2020 academic year clarifying ideas, developing a web presence, and creating a framework for acting on our commitment to advancing inclusion initiatives in our community.

## **Inclusion and Diversity Initiative Mission Statement:**

*Cowley's Inclusion and Diversity Initiative promotes inclusion and diversity awareness and action. We provide a platform to find specific resources, increase knowledge and support projects that empower the campus and local community.*

**The Cowley College Mission** calls us to a leadership role in this process:

Cowley College is committed to providing opportunities for learning excellence, personal achievement, and community engagement.

***Cowley College identifies inclusion and diversity as fundamental components of our core values:***

***People:*** We respect individual differences.

***Accountability:*** We promote respect through awareness and design and implementation of policies and procedures that protect and ensure student, faculty, and staff accountability.

***Integrity:*** We continuously monitor our actions to ensure our priorities demonstrate commitment to inclusion and diversity in the College and wider communities.

***Leadership:*** As a community-based institution, our leadership practices actively acknowledge, support, promote and demonstrate inclusion and diversity as integral for fulfilling our core value principles.

## **Vision of Diversity:**

### *Diversity Definition*

*Cowley College defines diversity as an opportunity to see, experience, and engage in the larger variety that makes up our community. By variety we mean there are various characteristics, roles, and supports that provide us with a sense of inclusion.*

### *Various Roles & Supports (can include):*

- Race
- Ethnicity/Culture

- *Socioeconomic Status*
- *Learning Styles and Challenges*
- *Personal Identity*
- *Political Freedom*
- *Religious Freedom*
- *Sexual Identity and Orientation*
- *Personal Mental and Physical Health*

### **Annual Goals: (2020-2021)**

1. Complete one student-directed Inclusion and Diversity initiative.
2. Plan and deliver at least four ID spotlights via the Inclusion and Diversity website.
3. Prepare and execute a data gathering activity regarding future Inclusion and Diversity trainings during spring in-service.

### **Inclusion and Diversity Initiative Members:**

#### *Fall 2020*

Jim Brown: Student Accessibility Coordinator  
 Kyle Hays: Faculty, Humanities and Communication  
 Amy McWhirt (Chair): Faculty, Humanities and Communication  
 Krystle Nies: Faculty, Social Science  
 Matthew Nies: International Student Services Coordinator  
 Julianna Smarsh: Admissions Representative  
 Dr. Gloria Walker: Vice-President of Finance and Administration  
 Adolpho Ybarra: Faculty, Mathematics

#### *Spring 2020*

Jim Brown: Student Accessibility Coordinator  
 Kyle Hays: Faculty, Humanities and Communication  
 Amy McWhirt (Chair): Faculty, Humanities and Communication  
 Krystle Nies: Faculty, Social Science  
 Matthew Nies: International Student Services Coordinator  
 Deborah Phelps (Champion): Executive Director of Institutional Effectiveness  
 Julianna Smarsh: Admissions Representative  
 Adolpho Ybarra: Faculty, Mathematics