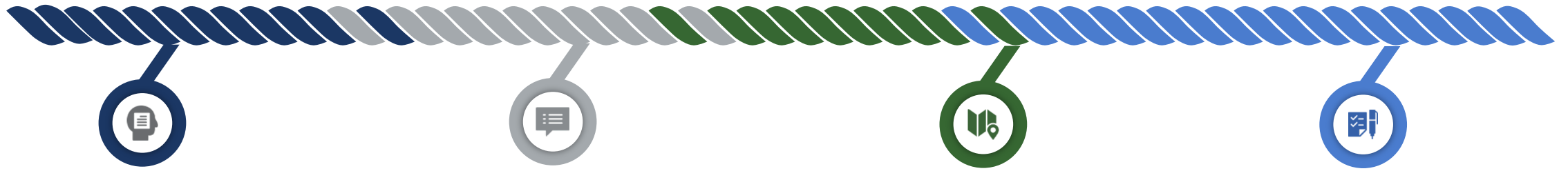


Map of Services*



Workforce Development

- Campus Environment
 - Review HR Hiring policies
 - Review Promotion and reappointments
 - Review Student Progress Committee's process
 - Faculty and staff Professional Development

Institutional Climate and Culture

- Cultural Competency
 - Internal & Community Assessment
 - Community Engagement
 - Strategies for improving climate and culture
 - DEI web page development

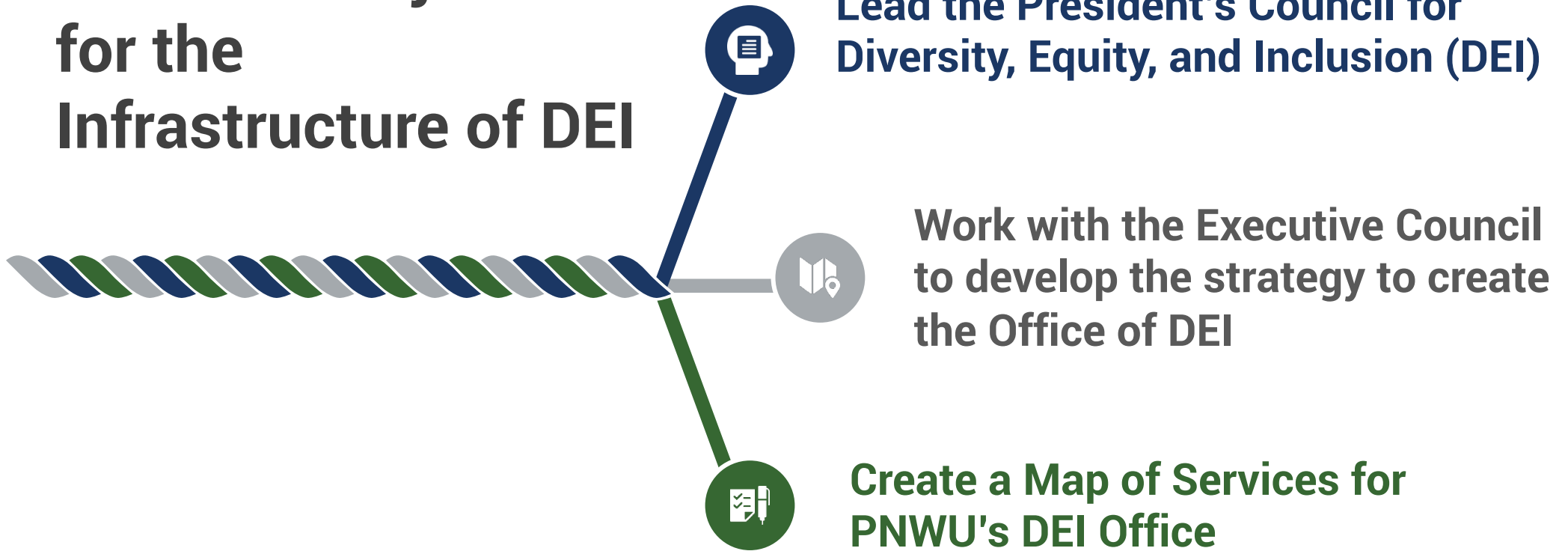
Education and Training

- Tomorrow's Workforce
 - Deliver best practice workshops
 - Provide Educational materials
 - Leadership development
 - Restorative Justice
 - Pathway Programs

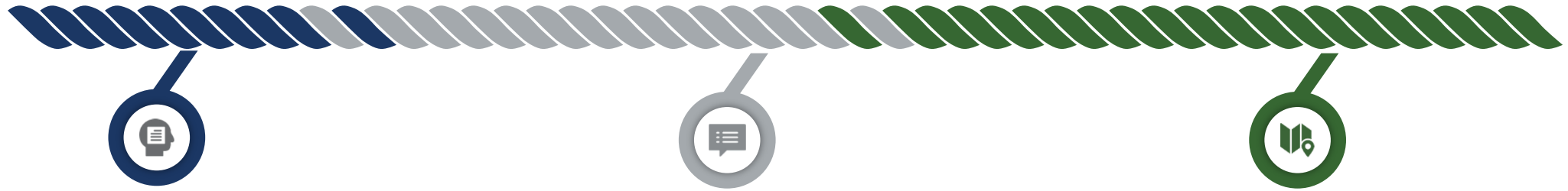
Research

- Quality Improvement
 - Community Based Participatory research
 - Assess local health disparities
 - Assess effectiveness of pathway programs
 - Assess effectiveness of DEI initiatives for student, faculty, & staff

Five Year Objectives for the Infrastructure of DEI



Implementation Strategy



Student

- **LGBTQIA+**
- **Talking Circles**
- **Religious Holidays**
- **Faith Communities**
- **Co-Mentoring Programs**
- **Cultural immersion opportunities**
- **Veterans affairs**
- **Pathway programs**

Faculty

- **Mentoring Jr. Faculty**
- **Professional Development**
- **Research opportunities**
- **Curriculum revisions**
- **Recruitment, retention & promotion**
- **Review & revise policies & procedures**
- **Pathway programs**

Staff

- **DEI website**
- **Staff council**
- **Professional Development**
- **Community representation**
- **Multilingual events**