

October 2023

# EQUITY DIVERSITY INCLUSION (EDI) PLAN

## 2020-2024



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A member of Minnesota State





# VISION & MISSION

**Vision:** ATCC will establish itself as a campus known for equity, diversity and inclusive excellence.

**Mission:** To guide strategies that support equity, diversity, and inclusion by partnering with stakeholders to design a welcoming and inclusive community.

# GUIDING PRINCIPLES

Our values for Inclusive Excellence provide a welcoming environment for all as we collaborate to incorporate the principles and initiatives on campus and community wide.

- » Ensure a safe and welcoming community
- » Plan for equitable opportunities and outcomes
- » Close equity gaps
- » Strengthen strategic partnerships
- » Maximize organizational equity resources
- » Create collaborative leadership and shared accountability
- » Increase diversity and cultural competency in our student body, faculty and staff



# EDI PLAN COMMITTEE

The EDI Plan Committee was created in Spring 2020 and consisted of faculty, staff, and administration from across the college. Current committee structure is below.

## **MEMBERS:**

- » Cindy Hager - Interim Director of Equity, Diversity, & Inclusion
- » Carly Erickson - Faculty
- » Cindy Haarstad - Staff
- » Linda Muchow - Staff
- » Merilee Retzloff - Administrator
- » Heather Rondeau - Staff
- » Becky Swanson - Faculty
- » Jessica Wade-Ferrell - Faculty
- » Martha Gutierrez - Staff
- » Nichole Aber - Staff
- » Shawn Williams - Administrator
- » Chato Alvarado - Staff
- » Larkspur Domka - Staff
- » Cami Pexsa - Staff
- » Sean Johns - Administrator
- » Ezekiel Reimer - Student

# GOALS SUMMARY

1. Increase access, opportunity, and success for all students
2. Increase student cultural competence to effectively participate in a global business and social community
3. Build and strengthen relationships with community agencies and businesses who serve our diverse students
4. Recruit and retain employees of diverse backgrounds
5. Build cultural competencies for college employees

# INCREASE ACCESS, OPPORTUNITY, AND SUCCESS FOR ALL STUDENTS



## STRATEGIES:

- » Provide and support an equity lens approach to policies and processes
  - » Student satisfaction and campus climate assessments
  - » Student participation on the EDI Team
  - » Ensure continued compliance with civil rights and compliance policies
- » Create an accessible, inclusive and safe environment for all
  - » Implement Academic Equity by Design
  - » Build inclusive infrastructure
  - » Expand student support
- » Offer regular educational opportunities for students
  - » Increase diversity awareness around campus and online
  - » Address bias in programming
  - » Create co-curricular training opportunities
- » Promote campus-wide collaboration
  - » Integrate student leadership teams with EDI projects
  - » Include Intercultural Center and Student Activities



## INDICATORS:

- » Documented offerings for students to engage in topics of equity, diversity, and inclusion (EDI)
- » Satisfaction in student surveys and participation in EDI-led programming
- » Documented expansion of student support

## INCREASE STUDENT CULTURAL COMPETENCE TO EFFECTIVELY PARTICIPATE IN A GLOBAL BUSINESS AND SOCIAL COMMUNITY



### STRATEGIES:

- » Integrate cultural education in curriculum
  - » Build cultural competencies in general education and technical courses
  - » Highlight diverse influences in individual programs
  - » Expand multi-cultural and equity-minded course offerings
- » Enhance community, civic, and business partner connections
  - » Work with community groups to promote diversity opportunities
  - » Look for opportunities to connect globally with relevant groups
- » Regularly address EDI topics of interest to students
  - » Offer safe space for discussion of current events and issues
  - » Host speakers and performers from diverse backgrounds
- » Increase opportunities for students to interact with diverse populations
  - » Increase visible displays of culture and diversity on campus
  - » Leverage Intercultural Center opportunities
  - » Leverage community resources for learning & networking opportunities



### INDICATORS:

- » Demonstrated increase of cultural competency opportunities in general and technical education
- » Documented offerings for students to engage with culturally diverse speakers, visual presentations, and events
- » Creation of ongoing partnerships with local organizations

## BUILD AND STRENGTHEN RELATIONSHIPS WITH COMMUNITY AGENCIES AND BUSINESSES WHO SERVE OUR DIVERSE STUDENTS



### STRATEGIES:

- » Cultivate relationships with diverse alumni and community members
  - » Invite alumni as guest speakers
  - » Recruit and enroll underrepresented students
- » Expand collaborations for more community involvement for students/staff
  - » Strengthen relationships with community organizations that support students, faculty and staff
  - » Collaborate with community organizations
  - » Coordinate access to volunteer/involvement opportunities for students
  - » Work with community groups to increase awareness of their products/services
  - » Share information on resources available in the community
- » Leverage website and social media for EDI
  - » Share EDI Team initiatives
  - » Post relevant successes of individuals and programs



### INDICATORS:

- » Increase in enrollment of underrepresented students
- » Documented partnerships and opportunities with community businesses, organizations, and alumni

## RECRUIT AND RETAIN EMPLOYEES OF DIVERSE BACKGROUNDS



### STRATEGIES:

- » Review and expand current recruiting tools to reach candidates
  - » Create process to reward staff for their equity diversity and inclusion efforts
  - » Recruit and retain diverse alumni
- » Expand search for diverse temporary, part-time and adjunct positions
  - » Reach out to people who live in the area with new opportunities
  - » Expand search perimeters
- » Provide cultural competency training for supervisors and managers
  - » Incorporate equity, diversity, and inclusion metrics in performance reviews
  - » Promote active mentoring program



### INDICATORS:

- » Documented equity, diversity, and inclusion efforts in position descriptions, advertising, hiring, and employee on-boarding practices

## BUILD CULTURAL COMPETENCIES FOR COLLEGE EMPLOYEES



### STRATEGIES:

- » Promote attendance at cultural events each year
  - » Offer discussion forums
  - » Provide timely training on hot topics
- » Provide opportunities for faculty/staff to attend professional development in areas of equity, diversity and inclusion
  - » Offer engaging workshops and interactive groups
  - » Provide training for the members of the EDI Team
- » Provide faculty and staff with resources and opportunities for feedback
  - » Campus climate assessment data
  - » Library of EDI materials
  - » EDI Team to serve as resource for employees/students
- » Ensure campus-wide messaging is inclusive
  - » Request and receive feedback from relevant groups prior to launching initiatives
  - » Review relevant policies and procedures and documents



### INDICATORS:

- » No less than five (5) EDI-related training and educational opportunities for faculty, staff, and administration per fiscal year (July 1 to June 30)
- » Establishment of EDI library featuring works from diverse authors
- » Documented policy and procedure updates using an EDI framework



“ **I JOINED THE INTERCULTURAL CLUB.** I joined Student Senate. And from there I kept getting more involved. It just made me feel so welcome. Thank you for enriching my life..

Marzouk, Nursing Graduate



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