

PARTICIPATORY GOVERNANCE COUNCIL

COMMITTEE DESCRIPTION AND PURPOSE

- I. COMMITTEE NAME:** Diversity Committee
- II. TYPE OF COMMITTEE:** Standing
- III. MEMBERSHIP(NUMBER OF MEMBERS, TERMS AND TERM LIMITS):**
 - a. 3 Students (Appointed by Associated Students Executive Board)
 - b. 3 Faculty (Appointed by Academic Senate)
 - c. 3 Classified Staff (Appointed by SEIU)
 - d. 3 Administration (Appointed by Chancellor, after consultation with Administrative Council)
- IV. COMMITTEE CHAIR(S): (Appointed by the Chancellor, serve a one-year term. A Committee may elect a co-chair if desired.) Director of Human Resources**
- V. GOAL:** In alignment with the mission and strategic plan, promote and cultivate College diversity initiatives.
- VI. PURPOSE AND RESPONSIBILITIES:**
 - a. Cultivate college wide knowledge and awareness of diversity.
 - b. Assess and make recommendations concerning strategies to close student achievement gaps for identified underrepresented groups.
 - c. Identify organizational and institutional climate issues that impact on diversity goals and objectives.
 - d. Identify potential resources that can be utilized to assist the district in achieving its goals and objectives related to diversity
 - e. Foster programs, events, policies and institutional strategies that are aligned with the college's mission and annual plans to integrate diversity.
 - f. Plan, implement and assess professional development activities related to diversity.
- VII. ACCJC – ACCREDITATION STANDARDS TO WHICH COMMITTEE CONTRIBUTES:**

II.A.1.a. The institution identifies and seeks to meet the varied educational needs of its students through programs consistent with their educational preparation and the diversity, demographics, and economy of its communities. The institution relies upon research and analysis to identify student learning needs and to assess progress toward achieving stated learning outcomes.

II.A.7. In order to assure the academic integrity of the teaching-learning process, the institution uses and makes public governing board-adopted policies on academic freedom and responsibility, student academic honesty, and specific institutional beliefs or world views. These policies make clear the institution's commitment to the free pursuit and dissemination of knowledge.

II.B.3.d. The institution designs and maintains appropriate programs, practices, and services that support and enhance student understanding and appreciation of diversity.

III.A.3.a. The institution establishes and adheres to written policies ensuring fairness in all employment procedures.

III.A.4.a. The institution creates and maintains appropriate programs, practices, and services that support its diverse personnel.

III.A.4.b. The institution regularly assesses its record in employment equity and diversity consistent with its mission.

III.A.4.c. The institution subscribes to, advocates, and demonstrates integrity in the treatment of its administration, faculty, staff and students.
- VIII. MEETING DAY AND TIME: 2nd Tuesday each month**
- IX. MEETING FREQUENCY: monthly**