

DIVERSITY GOAL: Be an inclusive community that honors, supports, and embodies diversity.

Strategy I: Increase diversity within the community by attracting, retaining, and supporting board members, faculty, administrators, staff, students, and families who express a commitment to and embody diversity.

- *Initiative A:* Work to attract a more diverse pool of candidates for board, administration, faculty, and staff positions.
- *Initiative B:* Increase funding for financial aid and scholarships.
- *Initiative C:* Actively seek auxiliary campus programs that serve underrepresented constituencies.
- *Initiative D:* Build relationships with groups (including local schools) that can recommend qualified, diverse student applicants.

Strategy II: Teach cultural competencies in the academic, active, and community curricula, encouraging individuals to develop an empathetic understanding of others within a diverse cultural and social framework.

- *Initiative A:* Build upon experiential-education elements that bring people together in an authentic way and bridge cultural barriers.
- *Initiative B:* Create spaces and events that foster, celebrate, and honor inclusiveness.
- *Initiative C:* Teach interpersonal skills that build upon the collaborative problem-solving model.
- *Initiative D:* Initiate a review of the current curriculum by department heads, through the lens of our diversity goal.
- *Initiative E:* Review our annual orientation programs (Wilderness and on-campus), as dictated by evaluations described in Retention/Strategy III.

Strategy III: Intentionally address issues of diversity—including but not limited to race, ethnicity, religion, physical ability, gender, sexual orientation, socioeconomic status, political views, and learning styles—as they relate to our community and as we plan for the future.

- *Initiative A:* Establish a diversity coordinator position and/or a diversity committee that includes students, faculty, and staff to support our diversity goal.