

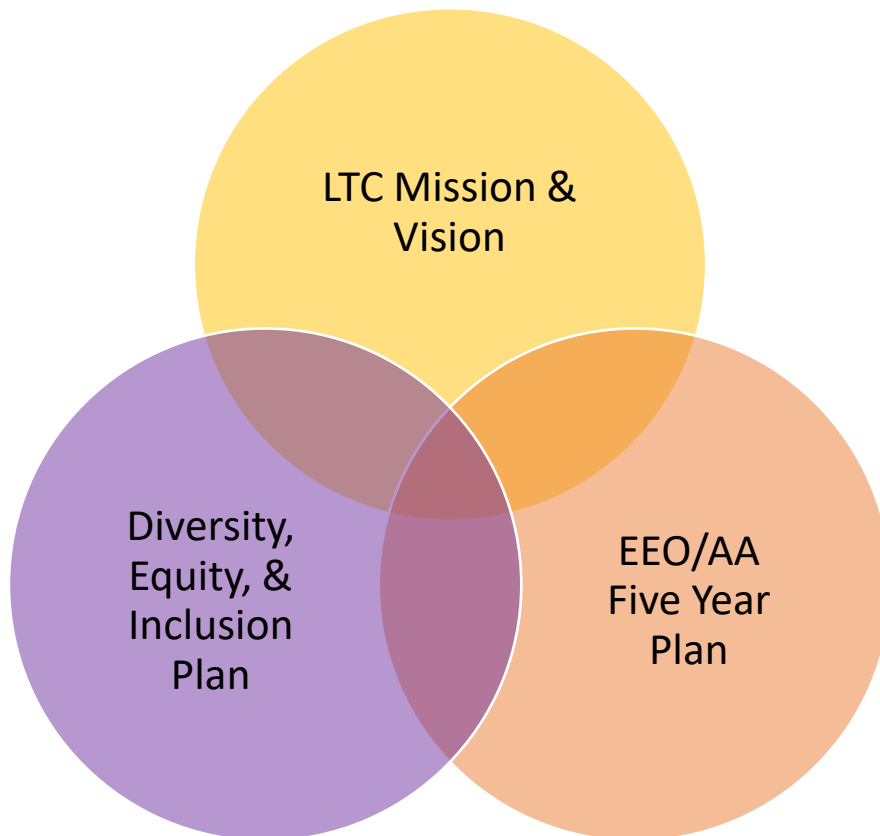
**LTC DIVERSITY, EQUITY, & INCLUSION PLAN  
2021-22**

**Background:** The Plan for Diversity, Equity, and Inclusion enhances the College’s Five-Year Plan for Equal Educational Opportunity and Affirmative Action with a focus on the campus climate for diversity.

**Team Name:** Diversity & Inclusion Committee

**Purpose:** The LTC Diversity & Inclusion Committee advises and advocates for the advancement of college diversity values and goals. The committee is an active partner with students and staff in working toward a campus community where all can work and learn in an equitable and inclusive environment.

- Abi Adjanor, Business & Technology
- Shikara Beaudoin, Human Resources
- Elisa Carr, Student Services
- Jennifer Covi, Outreach and Admissions
- Rachael Duchow, Student Services
- Foua Hang, Student Resource Center
- Rivi Hatt, TRiO
- Christi Leonhard, Student Services
- Julie Konik, General Education
- Kelly Konrath, General Education
- Megan Kuehl, General Education
- Lisa Kwarciany, Human Resources
- Ashley McHose, Library
- Jeremy Pagel, General Education
- Jeremiah Pritzl, Public Safety
- Tammie Stahl, Career Placement Services
- Megan Voypick, Marketing
- Tanya Wasmer, Strategy & Outreach
- Nicole Yang, Diversity & Multicultural Services
- Hajra, Zafar, General Education



## GOALS

### **Keep Pace with Growing Diversity and Increase Students, Faculty & Staff.**

1. Better reflect the diversity of the campus community in electronic and print materials.
2. Implement intentional outreach utilizing non-traditional approaches within communities of color, especially for staff.
3. Secure a member of the marketing team for membership in the D&I Committee

### **Increase GPAs and Retention Rates**

1. Investigate utilization of College resources by students of color and students with disabilities.
2. Gather input from past students, alumni, and community members to inform strategies that help students of color and students with disabilities be more successful.
3. Develop a structure for promoting a campus-wide universal design philosophy.
4. Continue to build on the momentum re discussions about identifying equity gaps and share our understanding of them.

### **Improve Inclusiveness Through Diversity & Inclusion Training**

1. Engage the Leadership Team in DEI training.
2. Select one employee for TLE DEI Education Award annually. Increase number of applicants.
3. Staff Affinity Groups -> Student Affinity Groups
4. Goal: Establish an expectation that all employees will meet a minimum number of diversity related training hours each year.

### **Community Justice Building**

1. Create more opportunities for groups to be brought together for anonymous DEI talk and share sessions.
2. JEDI Response.