

Advance Diversity & Inclusiveness

3A. Advance faculty and staff recruitment to reflect the diversity evident in the MVCC student population.

Meet within 5 years the goals as established in the college's approved Affirmative Action Plan.

Annual target is to improve 20% toward each metric each year for 5 years.

Starting January 2016 the College will start the process of formally adopting an Affirmative Action Plan which will run through February 2017. AAP goals are determined by reviewing our employee profile against recruitment area availability for both female and minorities. Meeting the goals of AAP will also assist in meeting some or all of our goals for our employee diversity profile to more closely match out student profile.

3B. Advance student recruitment, offerings, and services to support and increase the number of adult students (25 years or older) enrolled at the College.

Using the raw # of 1,425 students > 25 yr. old (which is the mean number for the years 2006, 2007, 2008 and 2015) we are committing to a 10% increase over 5 yrs.= **142**

Annual target is to increase by 25 - 30 each year for 5 years.

We are using the raw # of 1,425 students > 25 yr. old, which is the mean for the years 2006, 2007, 2008 and 2015. We did not use data during the boom years of the recession 2009 – 2014, as we judged those numbers to be an inflated anomaly in response to the economic downturn and the subsequent spike in unemployment which dramatically increased our enrollment during this period.

By increasing recruitment, offerings, and services for veterans and the previously incarcerated, while concurrently expanding online courses and evening classes more friendly to working adults, we feel we are posed to achieve and even exceed this goal.

3C. Advance the understanding of universal design by integrating UDL standards into 18 gateway course toolkits.

We are committing to advancing the understanding of universal design through integration of UDL standards into the Pathway to Graduation Project's 18 gateway course toolkits.

Annual targets are:

- 3 courses in Year 1
 - 5 courses in Year 2
 - 5 courses in Year 3
 - 5 courses in Year 4
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In Year 5, the program will be assessed and further plans will be developed for integration into further course toolkits as they are developed.

In order to advance the understanding of universal design through integration of UDL standards into the Pathway to Graduation Project's 18 gateway course toolkits, the UDL module will be developed in the 15-16 academic year through collaboration between the:

- Three initial gateway course faculty teams
- Instructional Design Consultant, and
- Coordinator of Disability Services