



EAC Diversity and Inclusion Statement

Definition of Diversity and Inclusion at Eastern Arizona College

Diversity encompasses the vast differences that occur within our society. Together, we must respect and appreciate these differences and recognize the value of varying perspectives and the unique contributions of each individual. Inclusion is the act of being welcoming, fair, and respectful to all.

Eastern Arizona College Strategic Goals for Diversity and Inclusion

Eastern Arizona College values diversity and inclusion and commits to fostering a welcoming, fair and respectful environment in which all are given the opportunity to meet their educational goals. The focus of this commitment is built on the foundation of a community that appreciates, welcomes, and is ready to harness the unique talents and expertise of our widely diverse and dynamic community. EAC recognizes that an important aspect of higher education is exposure to different cultures, perspectives, and beliefs and wishes to foster this through curricular and co-curricular activities. As such, EAC has established seven strategic goals to strengthen EAC's commitment to diversity and inclusion.

- 1. Foster a college environment characterized by respect, safety, and a sense of community among students and employees**
 - a. Increase employee attendance at college events
 - b. Create criteria and a process for highlighting initiatives or work related to diversity and inclusion
 - c. Provide students and employees with opportunities to come together and socialize or study, outside the regular school hours (including nights and weekends)
- 2. Celebrate and increase the visibility of EAC's clubs and events that focus on diversity and inclusion**
 - a. Create a webpage dedicated to information and events focused on diversity and inclusion
 - b. Include ASEAC clubs at Monster Bridge, preview days, admissions brochures, etc. to increase student exposure to the diverse co-curricular offerings at EAC
 - c. Utilize social media to celebrate and highlight EAC's clubs and events
- 3. Provide training opportunities for students and employees to learn about diversity and inclusion**
 - a. Offer training to EAC employees and students on diversity and inclusion through Leadershops or campus speaker events
 - b. Celebrate holidays that focus on varying aspects of human diversity or history
 - c. Provide bias awareness training for EAC search committees
- 4. Create an annual Inclusion Fair on EAC's Thatcher Campus**
 - a. Highlight ASEAC clubs, religious groups, political affiliations, and invite the community and employees to highlight their heritage, culture, etc.



- b. Budget for food, games, and fun!
 - c. Encourage involvement from the community and local schools
- 5. Ensure that all students are afforded the same opportunities for a quality educational experience at EAC**
- a. Strive to maintain a campus that is accessible to those with physical disabilities
 - b. Ensure available support services are clearly communicated to students and the community
 - c. Provide faculty with in-depth training on serving students with disabilities
 - d. Augment adult education through additional evening courses and/or advertising on how to return to education
 - e. Add a question to the Learning Evaluation Management System (LEMS) about the fostering of a welcoming and safe environment
 - f. Ensure the extension of EAC's Value of diversity to the General Education Curriculum
- 6. Create a campus climate scorecard that includes the results of all institutional surveys and data points related to diversity and inclusion**
- a. The campus climate scorecard will be used as an internal document that is updated regularly
 - b. The campus climate scorecard will be a regular agenda item for the EAC Diversity and Inclusion Committee
- 7. Upon successful funding of Title III, Title V, or other applicable grants, the EAC Diversity and Inclusion Committee and the respective grant advisory committee will work together to implement the specific grant projects**
- a. The EAC Diversity and Inclusion Committee has an oversight responsibility for all diversity projects, including grants related to diversity and inclusion at the College.
 - b. Grant advisory committees will serve to provide insight and direction concerning the use of grant funding to implement intended grant projects.