All peoples feel respected, valued, and safe within the WITC learning and working environment.

As a result of this commitment:

1. **The college community stimulates diversity in ideas and practices so that learning will flourish.**
   
   Improve the diversity opportunity for engagement score on the annual Community College Survey of Student Engagement (CCSSE) survey of students with the 02-03 CCSSE survey as the benchmark.

2. **More students enroll from diverse populations.**
   
   • The percentage of the student body representing diverse populations will increase each year.
   
   • Under-represented ethnicity and non-traditional gender roles will be the primary focus.
   
   • Collegewide and individual campus goals will be established and measured annually.

3. **Meaningful and respectful relationships and partnerships with diverse populations will increase.**
   
   • The number of staff from diverse populations will increase.
   
   • The number of courses and certificates to meet the educational requests of Native American groups will increase.
   
   • Develop a diversity center at each campus (i.e., provide space, staff support, budget).
   
   • Actively seek and increase the diversity in the membership of the program advisory committees.

4. **Surrounding communities understand the value of diversity.**
   
   • Each location to select an individual and/or organization for a diversity award. Award winner to be publicized in the local media.
   
   • Track activities that promote the value of diversity. Advertise and open these activities to the public.

*Priority begins with tribal communities, the indigenous people of our district.*