

Equal Employment & Affirmative Action Team Charter

Purpose: The purpose of the Equal Employment and Affirmative Action Team is to work toward increasing the diversity of faculty and staff in traditionally underrepresented populations (African-American, Asian, Latino/a, and Native American). The team will evaluate, develop, and present action plans in an effort to promote and increase diversity of faculty and staff at all College locations. To that end, the team will develop action plans focusing on:

- Increasing the proportion of minority faculty and staff at the College
- Developing and presenting plans and programs assigned to promote diversity district wide.

and to advise and assist NWTC in the development and implementation of its non-discriminatory policies by:

- Advocating and monitoring affirmative action compliance district-wide.
- Reviewing and providing feedback of affirmative action compliance.
- Communicating NWTC's commitment to affirmative action to the community, district-wide.
- In partnership with the College Affirmative Action Officer and the NWTC Diversity Team-Student Focus, develop and present programs designed to eliminate discrimination district-wide.

Predicted Results:

- Increased number of faculty and staff of color employed and retained at NWTC district-wide.
- Reduced or zero incidents of race, gender, age, disability and sexual orientation based discrimination and harassment district-wide.
- Have measurable change in attitudes and campus climate with regard to discriminatory practices towards target population district-wide.

Boundaries:

- Work within cross-functional areas of the College as well as with the College Director of Diversity and with the Human Resources Division to accomplish goal.
- Work within budget and be guided by the vision and mission of the College.
- Assure all Affirmative Action programs will not exclude any group from participating.
- Actions taken to promote Affirmative Action compliance will not stigmatize the target population nor create undue divisiveness in the wider community.