

NWTC President's College Diversity Advisory Council

Charter

Purpose:

The purpose of the NWTC President's College Diversity Advisory Council shall be to provide recommendations and advice as well as to advocate and help NWTC enhance its drive to promote diversity of its faculty/staff and to increase the enrollment and graduation of traditionally under-represented minority student populations by:

- Providing recommendations and assistance to enhance NWTC's efforts to promote a culture-friendly environment community-wide;
- Assisting NWTC, through recommendations and actions, in reaching out to the community in terms of recruitment and retention of traditionally under-represented minority populations;
- Assisting the administration, staff, and faculty of NWTC in understanding and positively responding to the ethnic and cultural diversity issues of the community they serve; and
- Helping NWTC develop and strengthen its community network designed to increase communication district-wide.

Predicted Results:

- Increased number of students of color retained and completing degree and diploma programs at NWTC
- Increased enrollment of ethnically and culturally diverse students
- Measurable, positive change in attitudes on and off campus on the positive and necessary contributions of diverse cultures
- Increased opportunities that enhance cross-cultural communication among staff, faculty, and students
- Increased workforce diversity
- The President has an excellent understanding of the needs of the minority communities and has responded appropriately within his/her means.
- NWTC is the provider of first choice for post-secondary technical education and is viewed as a friendly, welcoming, and caring environment for and by students of color.

Boundaries:

- Work within budget and be guided by vision and mission of the College
- Actions taken to promote diversity will not stigmatize the target population nor create undue divisiveness in the wider community
- Council shall not make policy, but recommend policy and action

Membership:

Membership is by appointment of the President of NWTC. At a minimum, the four primary minority populations (African-American, Asian, Latino, and Native American) will be represented, each having no fewer than three representatives. Membership is to be from the surrounding communities and shall not include NWTC employees other than the President and the Director of College Diversity.

Sponsor:

The President of NWTC