



**Paradise Valley Community College**  
Diversity and Inclusion Framework and Goals  
Access and Success for All Students  
**October 4, 2017**

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**PVCC STRATEGIC GOALS 2018-2020**

**Strategic Goal 1**

Build a Thriving Community through Access and Student Success

- 1.1 Ensure quality and access to educational program, learning environments, and support services to increase student success, retention, and completion.
- Implement student success strategies to achieve Completion Agenda and to enhance the student experience
  - Close education attainment gaps in targeted populations
  - Enhance student development through co-curricular/out of class experiences

**Strategic Goal 3**

Attain recognition as an innovator among institutions of Higher Education

**3.1 Enrich learning and organizational effectiveness by increasing diversity and cultural competency of employees and students.**

- Deliver innovative and contemporary employee, student, and community intercultural programming and experiences.

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**PVCC DIVERSITY AND INCLUSION COMMITTEE STRATEGIC GOALS 2017-2018**

1. Increase the number of classes/programs that integrate diversity and inclusion into the learning process so that students realize the educational benefits when they learn and interact in a diverse environment. According to Harper (2008) it has been shown that student interaction with diverse peers has a strong effect on cognitive outcomes including critical thinking and reasoning, perspective taking, and openness to cognitive dissimilarity and challenge.
2. Increase educational experiences and programming that lead to positive social change and improve community life in the context of diversity and inclusion (reducing the ism's of the world).
3. Increase student, faculty, and staff intercultural competency (agility).
4. Increase the number of opportunities for students, faculty and staff to interact with peers of diverse backgrounds.
5. **Reduce academic and student success achievement gaps that are based on socioeconomic, ethnic, age, and gender groups.** (Focus for 2017-2018)\_
6. Provide/improve search committee training to ensure inclusive interviewing and hiring practices so that the College faculty and staffing levels may be diverse and inclusive.