

A Diverse and Inclusive Learning and Working Environment

Context

Diversity is more than simply mirroring the demographics of the local population. Applying a social justice framework is important for creating a diverse and inclusive learning college. Welcoming and respecting students and employees with diverse backgrounds, life experiences, approaches, skill-sets, and understandings will enhance Lane's capacity to address the needs of our increasingly diverse community and workforce.

Goals

- Improve hiring and retention efforts from within communities of color for part-time and full-time positions
- Provide trainings to increase cultural competency among Lane staff
- Develop effective, ongoing, systematic processes and measurements that assess the needs and success of diverse populations at the college
- Promote a welcoming, inclusive campus climate that supports the success of Lane's diverse students and staff by implementing best practices, community defined practices, and comprehensive strategies that focus on retention

At Lane, we want to pursue a social justice framework to guide diversity efforts... Diversity is about being inclusive, not exclusive. Understanding that people within the college will reflect a collection of similarities and differences, diversity will gather the power of many and reflect the spirit of one. College Diversity Team, Lane's Diversity Plan, 2003