



MILWAUKEE AREA Technical College
Transforming Lives, Industry & Community

MATC.EDU

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DOWNTOWN MILWAUKEE | MEQUON | OAK CREEK | WALKER'S SQUARE | WEST ALLIS

MATC is an Affirmative Action/Equal Opportunity Institution and complies with all requirements of the Americans With Disabilities Act. MATC is accredited by the Higher Learning Commission, Commission on Institutions of Higher Education, the national standard in accrediting colleges and schools for distinction in academics and student services.



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EVA MARTINEZ POWLESS, PH.D.
Chief diversity, equity and inclusion officer

Striving for More: Making a Highly Diverse College More Equitable and Inclusive

For students and employees

Already one of the most diverse colleges in the Midwest, MATC strives to become a more equitable and inclusive place for all its students and employees. College officials in July presented a comprehensive and holistic plan to do just that.

“Our aspirational goal is to position MATC as a premier diverse and inclusive college,” said Eva Martinez Powless, Ph.D., chief diversity, equity and inclusion officer. “This entails coming together to promote equitable outcomes for all students and employees, and by working diligently toward a more inclusive environment for everyone that works and learns at MATC.”

The plan will help the college break down barriers that stand between students, instructors and staff by providing a safe place where differences are valued and celebrated.

“We promote awareness, training and crucial conversations to move beyond our individual biases, whether unconscious or implicit, to create an inclusive environment that welcomes, accepts and respects all students and employees while serving the unique needs of each individual,” said Elle Bonds, vice president, Office of Human Resource Services. “This resonates through the attitudes and behaviors of all those who work and learn at the college.”

The plan identifies four improvement areas, or Pillars for Change, to guide the college’s diversity, equity and inclusion efforts for the next five years: Climate, Employee Experience, Student Experience and Institutional Commitment. The plan details goals and objectives for each area.

The DEI plan was guided by the college’s Diversity, Equity and Inclusion Task Force, which collected input at large and small group meetings, from employee affinity groups, from individual employees and students, and from community groups.

The plan builds on current efforts, enhances existing strategies and develops new approaches for building leadership capacity for equity, Dr. Martinez Powless said.

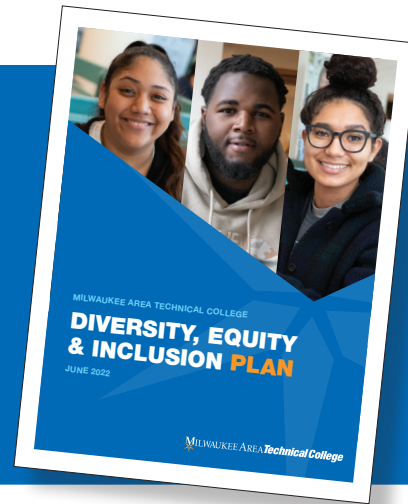
“We recognize that lasting change is only possible when we make intentional and incremental efforts toward collective goals,” she said. “Through this plan, we are committed to consistent and intentional progress toward a culture of equity and inclusion.” ■

[Access MATC’s DEI Plan at matc.edu/diversity](https://matc.edu/diversity)

MILWAUKEE AREA TECHNICAL COLLEGE

DIVERSITY, EQUITY & INCLUSION PLAN

PILLARS FOR CHANGE

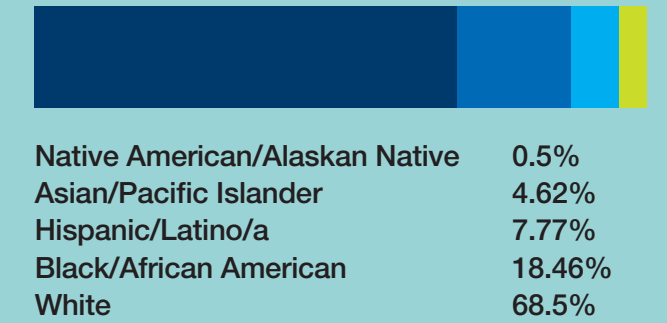


CLIMATE	EMPLOYEE EXPERIENCE	STUDENT EXPERIENCE	INSTITUTIONAL COMMITMENT
<p>GOAL 1 Welcoming and Inclusive Community</p> <p>Every employee, student, staff, faculty, administrator, contractor and guest will experience a welcoming, respectful and inclusive environment.</p>	<p>GOAL 2 Diverse Community</p> <p>MATC will recruit, retain and advance a community of diverse employees that reflects the diversity of the student body.</p>	<p>GOAL 3 Equitable Community</p> <p>Black students, students of color and under-represented populations will experience a sense of belonging, grow and succeed holistically, and persist and graduate at greater rates.</p>	<p>GOAL 4 Anti-Racist Community</p> <p>MATC will engage in the journey to become an anti-racist institution by eradicating racist policies, practices and procedures.</p>
<p>METRICS</p> <p>Conduct racial climate study for students and employees as benchmark for culture of inclusion</p> <p>Improve PACE responses related to diversity, equity and inclusion</p> <p>Improve equity and inclusion programming and employee/student engagement</p> <p>Centralize DEI Office and Multicultural Student Services, etc.</p>	<p>METRICS</p> <p>Increase racial/ethnic diversity and diversity across the college</p> <p>Improved employee experience as measured by PACE survey</p> <p>Improved retention and turnover rates</p> <p>Equity in salary and pay</p> <p>Increased diverse candidate pools and hiring pools; increase leadership diversity</p> <p>Increased support/resources for employee affinity groups, etc.</p>	<p>METRICS</p> <p>Improved student success rates of Black, Hispanic and students of color</p> <p>Improved racial climate, sense of belonging/student experience as measured by student satisfaction survey and racial climate study</p> <p>Equitable classroom experience, academic services, and student support services for all student groups (2021-22 as benchmark), etc.</p>	<p>METRICS</p> <p>Implement the National Association of Diversity Officers in Higher Education (NADOHE) 10 Key Priorities for Anti-Racism at the college</p> <p>Conduct policy review for Title IX, recruitment, hiring/promotion</p> <p>Develop anti-racism oversight committee</p> <p>Increase employee satisfaction/culture of inclusion (PACE), etc.</p>

STUDENT DIVERSITY



FACULTY DIVERSITY



55%
identify as students of color

58%
are women

EMPLOYEE DIVERSITY



42%
of team members are people of color

ONE OF THE
Most Diverse
Two-Year Institutions
IN THE MIDWEST

LEADERSHIP DIVERSITY

Percentage Racially Diverse

Cabinet	33%
Executive/Administration	46.83%
Professional Non-Faculty	50.66%



Source: MATC's DEI Plan, June 2022.
Due to rounding, totals may not equal 100%.