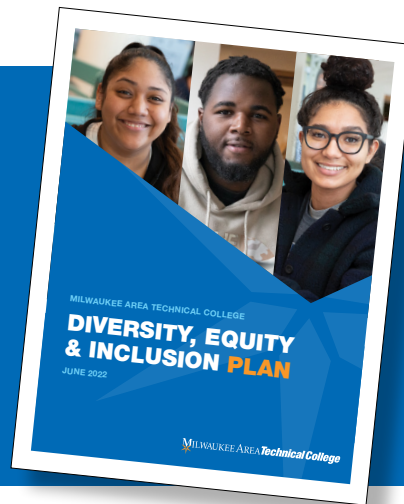


MILWAUKEE AREA TECHNICAL COLLEGE

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>