

3357: 13-12-03 Diversity, Equity and Equal Opportunity Policy

(A) North Central State College embraces diversity and fosters equity and equal opportunity in all actions and transactions and among all members of the campus community including students, faculty, staff, and the other stakeholders of the college.

(B) Definitions:

- (1) Diversity - refers to the variety of differences and similarities/dimensions among people, such as age, class/caste, culture, education, disability, gender identity or expression, generation, geography, language, nationality, race/ethnicity, religion, sex, sexual orientation, tribal/indigenous origins, work style, work experience, job role and function, thinking style, personality type, veteran status, and military status.
- (2) Equity refers to how diversity is leveraged to provide equal opportunity by creating a fair, inclusive, healthy and high-performing organization or community where all individuals are respected, feel engaged and motivated, and their contributions toward meeting organizational and societal goals are valued.
- (3) Equal Opportunity refers to the relative proportions of students, faculty and staff to that of the communities it serves

Effective: July 25, 2017

Next Review: July 1, 2022

Review Dates: 5/24/16, 7/25/17