

**Jefferson Community and Technical College  
Diversity, Equity, and Inclusion Strategy Revision Request**

Jefferson Community and Technical College is requesting to move forward with the following proposed strategies:

List all of your current strategies as of the 19-20 reporting year below

**Opportunity:**

1. Increase Hispanic student outreach.
- 2.
- 3.

**Success:**

1. Develop implementation plan for Inclusive, Intersectional Instruction (I3), a structured faculty professional development program focused on culturally-responsive and culturally-mediated methods of instruction.
2. Provide programming and campus activities that foster a welcoming environment.
3. Maintain and enhance strategies to increase success of African-American students.
4. Strengthen partnerships with community groups who can assist students with non-academic issues that are barriers to success.

**Impact:**

1. Increase URM faculty to be more representative of the student population.

Please list the strategies that you would like to revise and provide a detailed explanation for each proposed strategy revision.

Opportunity		
Current Strategy (old strategy, combined strategies, etc.)	Proposed Strategy #1 (the new proposed strategy will go in this section)	Justification (the reasoning behind changing the strategy)
Current Strategy	Proposed Strategy #2	Justification
Success		
Current Strategy	Proposed Strategy #3	Justification for Revision
Impact		
Current Strategy	Proposed Strategy #4	Justification for Revision
	Kick-off the Inclusive Excellence Initiative.	We are requesting to add this strategy to include the process and what we learned through our Inclusive Excellence Initiative, which is a diversity, equity, and inclusion cultural audit conducted by external consultants.