**Area of Emphasis**  
**Diversity**

**PRIORITY:** Develop a plan to ensure a diverse College workforce for the future, a diverse student body, and diverse participation by the business community in supporting the College’s operations.

**GOALS:**

- Develop and implement a faculty recruitment and management “succession” plan to meet and surpass the College’s diversity goal;
- Continue to implement an aggressive student recruitment plan to increase enrollment of underrepresented groups in specific programs;
- Implement strategies to ensure that all groups, especially those underrepresented in the business community, have fair access to participation in College business activities.

Assigned to: Task Force (Human resources); Student Deans; Business Affairs

**BACKGROUND:**

Racial, ethnic, and cultural diversity are cornerstones of the College mission. Opportunity must be for all, and the College must reflect that opportunity in all that it does. As faculty and staff age and retire, it is important that the College develop a plan to increase the numbers of underrepresented groups to carry on the tradition of excellence and to ensure that the College reflects the diversity of the Miami-Dade community.

Likewise, the College must renew its efforts to recruit students from underrepresented groups, to provide them financial assistance, and to increase their success. This requires a comprehensive, coordinated marketing program to reach out to new or underrepresented populations.

In the area of the College’s business affairs, it is important that the College continues to develop strategies to ensure substantial participation of all diverse groups.

**ACCOMPLISHMENT HIGHLIGHTS**

- September 2002 Status Report
- March 2002 Status Report
- August 2001 Status Report