Diversity Team Charter

Team Name: __GRCC_Diversity Team____________________________

Team Sponsor: __Bob and Aleicia Woodrick Diversity Learning Center

1.0 Purpose of the Team

The Diversity Team supports the College’s ENDS policies and monitors the college and community condition with the aim of supporting and influencing an inclusive, safe learning environment. The team provides programmatic and process suggestions to the Diversity Learning Center.

GRCC President Richard Calkins established the Grand Rapids Community College Diversity Team in 1994. The following year, the Board of Trustees adopted a college-wide goal “to create an environment at Grand Rapids Community College where individual and cultural diversities are respected.” The Diversity Team has been in continuous existence since its inception. Grand Rapids Community College students and employees continually plan, support, implement and recommend diversity programs and initiatives.

2.0 Decision-making Context and Scope

By consensus, the team will discuss and make decisions on programs and services for the DLC to deploy. Its scope is to remain current in trends and issues affecting the community and GRCC Ends.

3.0 Team Goals, Action Projects, and Timelines

- To support Learning Centered Focus Area 3.2, “Strengthen a culture that values diversity and practices inclusion.”
- To provide Diversity Learning Opportunities for Faculty and Staff, and Students
- To support educational programs and events on campus and in the community, including the Diversity Lecture Series, and Diversity Conferences

4.0 Stakeholders and their Key Requirements

Stakeholders: Faculty, Staff, Students, and the community at-large. Their key requirement is a broad range of learning opportunities made available which reflects the diversity of the community.

5.0 Resources Needed

- Diversity Learning Center Budget
- Diversity Team members
- Learning Academy for programmatic offerings
- Diversity Lecture Series Budget
- External Sponsorships

January 2009
6.0 Troubleshooting Path
   Dialogue/Discussion
   Mission/Vision Adherence
   Neutral facilitator if needed

7.0 Requirements for Integration with other Departments or Teams
   General Learner Outcome
   Student Organizations
   Community Partnerships
   Learning Academy
   Professional Development Competencies
   Diversity Development Services

8.0 Review Progress
   Annual Report
   Annual Retreat
   Program Evaluations (internal & external)
   PACE survey
   MQA & AQIP Feedback

9.0 Team Leader and Membership Specifications
   • DLC Director Appointed as Team Leader
   • Faculty Liaison Appointed as co-Team Leader
   • The GRCC Diversity Team is comprised of representatives from administration, faculty, educational support personnel, meet and confer, students and a liaison from the GRCC Board of Trustees.

January 2009