



**Paradise Valley Community College**  
Diversity, Equity, Inclusion, & Engagement (DEIE)

**DEIE COMMITTEE STRATEGIC GOALS FOR  
EMPLOYEES & STUDENTS  
2020 – 2023**

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**“Engagement is highest when we feel we are a valued member of a winning team doing meaningful work in an environment of trust.” Kouzes & Posner**

- 1. Increase the number of classes/programs that integrate diversity, equity, inclusion, and engagement into the curriculum and learning process to create a sense of belonging for diverse learners and for students to gain the educational benefits when they learn and interact in a diverse environment.*
- 2. Increase educational experiences and programming that lead to positive social change and improve community life in the context of diversity and inclusion (reducing the “isms” of the world).*
- 3. Increase student, faculty, and staff multi-cultural competency (agility).*
- 4. Increase the number of opportunities for students, faculty and staff to interact with peers of diverse backgrounds.*
- 5. Reduce academic and student success achievement gaps that are based on socioeconomic, ethnic, age, and gender groups.*
- 6. Provide/improve search committee training to ensure equitable and inclusive interviewing and hiring practices so that the College faculty and staffing levels may be diverse.*