

A WORKING FRAMEWORK FOR DIVERSITY

The success of our Committee shall depend on how well we can develop our Working Framework that should be able to spell out what we want to do, how we want to go and how we should carry out our plans for successful diversity initiative based on our mission, vision and goals.

As we have discussed our various ideas on the scope of our diversity concerns last meeting, there is one more major task we need to tackle: For us to agree on a Working Framework based on our Mission, Vision and Goals. **Based on our existing Diversity Plan what are the Committee's Mission, Vision and Goals?**

A Working Framework must never be construed as a deviation from our existing Diversity Framework — especially when our existing Diversity Framework is inclusive enough to respond to profoundness and currency of global diversity initiatives among educational institutions. The proposed Working Framework can be refined and polished in accordance to our Committee's **Mission, Vision and Goals**. The attached Working Framework includes the following considerations:

COMMITTEE MISSION AND VISION STATEMENT

1. What is our commitment?
2. What is our mission?
3. What do we want to accomplish?
4. What are our present and/or futuristic visions?
5. What are our goals?

DIVERSITY PROGRAM or FRAMEWORK FOR A CULTURE OF INCLUSION

Frontline Learning Program: Core concepts:

- ✚ Reinforce the need for respectful and civil behavior
- ✚ Understand that differences can be positive, rather than threatening
- ✚ Debunk ethnic myths
- ✚ Provide basic learning tools to engage in healthy conversations
- ✚ Build trust and trustworthiness
- ✚ Use of inclusive language in communication
- ✚ Ethics, Philosophy and Values

INTEGRATION OF DIVERSITY INTO THE CURRICULUM AND CLASSROOM INSTRUCTION WITH AN EMPHASIS ON ETHICS, PHILOSOPHY AND VALUES

COMMUNICATION, EDUCATION AND INFORMATION CAMPAIGNS

OUR APPROACH IS NOT TO IMPOSE RULES OR CODES OF CONDUCT OR RULES BUT WE INCREASE AWARENESS THROUGH COMMUNICATION, EDUCATION AND TRAINING, INFORMATION CAMPAIGNS; WE SHALL ENDEAVOR TO EDUCATE, AND INITIATE REFLECTIVE THINKING AND POSITIVE ACTIONS TOWARDS DIVERSITY.

- FACULTY DEVELOPMENT
- STUDENTS TRAINING AS AGENTS OF DIVERSITY AWARENESS
- STRENGTHENING OF **CONTINUING EDUCATION WITHIN** IN THE HAZLETON COMMUNITY
- PARTNERSHIPS AND JOINT UNDERTAKINGS WITH BUSINESS, NOT FOR PROFIT AND GOVERNMENT ORGANIZATIONS, SCHOOL DISTRICTS ON DIVERSITY EDUCATION, AWARENESS AND CAMPAIGN ACTIVITIES → THESE EFFORTS WILL AID IN RECRUITMENT.

/mam89/presented before the diversity affairs committee

**RESEARCH IN AID OF PLANNING, IMPLEMENTATION, EVALUATION AND MONITORING
COMMUNITY OUTREACH PROGRAMS, BUSINESS/INDUSTRY PARTNERSHIPS AND JOINT
UNDERTAKINGS**

/mam89/presented before the diversity affairs committee