Diversity, Equity, and Inclusion Policy

Policy Number	300.58.01	**Custodian**	Human Resources
Approved Date	11/21/2023		
Effective Date	11/21/2023	**Review Date**	October 2023
References:			

1. Purpose

The White Earth Tribal and Community College in accordance with Federal law and U.S. Department of Agriculture policy, this institute does not discriminate based on race, color, religion, sex, gender, sexual orientation, national origin, ancestry, age, marital status, disability, or any other characteristic protected by law. This policy applies to, but is not limited to, educational policies, admissions, financial aid, hiring and employment.

2. Persons Affected

2.1. All employees and students enrolled at The White Earth Tribal and Community College.

3. Policy

This policy is to ensure the following:

3.1. WETCC's follows local, state, and federal diversity, equity, and inclusion regulations.

3.2. WETCC adheres to the values of fairness, equitable treatment, inclusiveness, respect, collegiality, integrity, honesty, and ethical behavior within the academic and work environments.

3.3. WETCC creates an environment supporting a sense of belonging.

3.4. WETCC finds balance between inclusive practices and healthy academic discourse.

4. Definitions

4.1. Equity. In higher education the term 'equity' refers to the principles of fairness. It is often used interchangeably with the principles of equality; however, equity encompasses education models, programs, and strategies that are considered fair, but not equal.

4.2. Equality. The same or similar opportunities and ensuring fairness in processes and outcomes so that everyone has an equal opportunity to make the most of their abilities.

4.3. Diversity. The range of human differences, including diverse talents, perspectives, backgrounds, worldviews, ways of knowing (cultural), skills and abilities.

4.4. Inclusion. The ongoing practice of embracing equity, diversity, and respect for us and others, striving for an environment that offers affirmation, celebration, and appreciation of different approaches, styles, perspectives, and experiences.

4.5. Belonging. When all individuals are supported, respected, and valued for their identity and unique traits that make them different from each other. Belonging is feeling part of a collective that is co-created by diverse individuals in the college community.

4.6. Human Dignity. The right to be and feel safe, valued, respected, and treated ethically.

5. Procedures

5.1. WETCC employees and students share the responsibility for creating a supportive, equitable, and inclusive learning environment by:

A. Reviewing college systems, procedures, and processes to address disadvantages and underrepresentation.

B. Developing curriculum and learning opportunities that support equity, diversity, and inclusion in and outside of the classroom environment including the Anishinaabe culture, values, and traditions, which can be found in our mission statement.

C. Reviewing institutional documents, publications, and other works to ensure the use of inclusive and non-discriminate language or images that reflect the social and cultural diversity of the institution.

D. Providing learning and work environments that are accessible, including but not limited to the equipment and resources within them.

E. Creating and supporting a work and learning environment reflective of social and cultural diversity through signage, art, ceremonial spaces, language, cultural practices and protocols.

WETCC employees and students are expected to understand equity, diversity, and inclusion and are responsible for the implementation of such within their scope of influence and authority.

Revision History

Rev. Date	Rev. No.	Revision