

EXHIBIT N

Pima Community College
Institutional Response
July 8, 2022

HIGHER LEARNING COMMISSION
INSTITUTIONAL ACTIONS COUNCIL

1.C - Core Component 1.C

The institution understands the relationship between its mission and the diversity of society.

1. The institution addresses its role in a multicultural society.
2. The institution's processes and activities reflect attention to human diversity as appropriate within its mission and for the constituencies it serves.

Rating

Met

Evidence

Pima Community College addresses its role in a multicultural society through its diversity policies and mission. In October 2017, the PCC Board amended Board Policy 2.01 Diversity and Inclusion to connect it to the college's goal of assuring that its students and employees reflect the community's diversity. One of the explanations for the revision is that it could be inferred from the original wording of the mission statement and some of the college's actions that the college would not remain an open-door institution. The Mission statement includes a commitment to address the "diverse needs of its students and community," and the core themes and objectives include domestic and global topics.

Recent actions of the college demonstrate its commitment to being an open door institution. One area of such dedication is that PCC is designated an Hispanic-Serving Institution (HSI) by the Hispanic Association of Colleges and Universities. Beyond this designation, PCC's commitment to diversity is apparent through its mission statement and development of a Diversity, Equity, and Inclusion Strategic Plan. The goals of the diversity plan include developing and hiring diverse faculty and staff as well as retaining and recruiting a diverse pool of students. While most of the goals are still being pursued, the college has hired an Executive Director of Diversity, Equity and Inclusion. Although the college has many of the same issues with hiring and retaining diverse faculty and staff that are faced by other colleges and universities, the institution intentionally addresses diversity with potential hires during the interview process to insure a good fit between the institution and potential hire. All job descriptions also include the following statement: "We value the diversity of our workforce and seek to hire and support employees who consistently and actively embrace diversity, equity, and inclusion." The college also offers several student clubs that are related to diversity and personal identity, which includes racial, ethnic, and sexual identity, and supports and offers programming for students and the community. Community participation was measured through the Community College Survey of Student Engagement (CCSSE).

In Fall 2017, the college began offering a concentration in Ethnic, Gender, and Trans-border Studies, leading to an AA degree and a Bachelor's in the social sciences. PCC provides resources for students with disabilities and seniors. It recognizes students with diverse abilities by offering a range of programs and services, for example, the Adult Basic Education for College and Career program, which provides basic skills instruction and GED testing, developmental education courses, certificates, and transfer and career programs. The college is also establishing a student center for