Executive Summary
Cayuga Community College affirms its strong commitment to diversity. A Diversity Task Force will meet this fall to develop a Strategic Diversity and Inclusion Plan, which will outline the steps Cayuga will take to strengthen diversity and inclusion at Cayuga. The Task Force will draft a campus diversity and inclusion mission statement, assess current campus diversity and inclusiveness, and develop annual and multi-year goals with specific action plans and implementation strategies.

Diversity Task Force Charge
Cayuga Community College strives to be a diverse, inclusive and welcoming community. The President’s Diversity Taskforce will rigorously review the SUNY Diversity Plan and regulations, assess the current campus climate for students and employees, employee recruitment and retention practices, and develop recommendations to achieve our vision and maintain our core values.

Cayuga’s Vision
Recognized as an essential educational resource for the region, Cayuga Community College will develop engaged citizens and improve our communities through effective leadership, robust educational programs, community partnerships, and state-of-the-art facilities

Cayuga’s Mission
We are Cayuga Community College, dedicated to providing students with diverse learning opportunities to discover their passions and advance their personal and professional growth.

Cayuga’s Core Values
In pursuit of our mission, we value:

ENGAGEMENT, by focusing first on student success through collaborative learning, individualized attention, and a supportive environment.

INTEGRITY, by working each day guided by standards of excellence to meet the mission of the College and the needs of our communities.

RESPECT, by treating each member of the college community with compassion and dignity, celebrating our diversity and encouraging trusting relationships.

COLLABORATION, by working together and supporting one another for the greater good of our communities.

Deliverables
- The President’s Diversity Task Force will build on existing College efforts to strengthen diversity and inclusion, by first:
  o Assessing current campus diversity and inclusiveness
  o Developing a position description for a Chief Diversity Officer
  o Providing recommendations to the College President no later than December 1, 2016

- The College will:
  o Appoint a chief diversity officer (CDO) no later than August 15, 2017
o Develop College-wide principles guiding the development and implementation of a diversity and inclusion plan
o Develop annual and multi-year goals with specific action plans and implementation strategies
o Strengthen its student recruitment strategy to include programs and activities that will enable the College to enroll a student population that is increasingly representative of the diversity of its primary service region and the State as a whole
o Build on its existing student retention and completion strategy wherein the College strives to increase the rate of completion for all students and close any gaps in the completion rates of students from any group when compared to the average College completion rate and to address the challenges of students in transition
o Review and revise its administrative, faculty, and staff recruitment and retention strategy that continuously improves College efforts to increase diversity and inclusion
o Develop an evaluation strategy to ensure that the College is meeting its diversity and inclusion commitments and that activities designed within the overall plan are achieving their intended outcomes.