

NCTA DIVERSITY PLAN

Introduction

The Nebraska College of Technical Agriculture (NCTA) is committed to creating a diverse and inclusive work and learning environment free from discrimination and harassment where everyone feels valued, respected and included. NCTA does not discriminate on the basis of race, ethnicity, color, national origin, sex (including pregnancy), religion, age, disability, sexual orientation, gender identity, genetic information, veteran's status, marital status, and/or political affiliation in its programs, activities and employment. NCTA complies with all local, state and federal laws prohibiting discrimination, including Title IX, which prohibits discrimination on the basis of sex. (adapted from UNL Nondiscrimination Statement: <http://www.UNL.edu/equity/notice-nondiscrimination>).

NCTA nondiscrimination policies are applicable to all college administered programs including educational programs, financial aid, admission policies and employment policies. If a violation of this policy is observed, complaints may be filed at the UNL [Institutional Equity and Compliance](http://www.UNL.edu/equity/) website (<http://www.UNL.edu/equity/>).

As a component of the Institute of Agriculture and Natural Resources (IANR) at the University of Nebraska-Lincoln, NCTA diversity initiatives are guided by the 2013 IANR diversity action plan found here: <http://ianr.UNL.edu/diversity>. This action plan is based on Article I, Section 30 of the Nebraska Constitution that states: "Discrimination or grant of preferential treatment (is) prohibited (in) public employment, public education, or public contracting". (source: Neb. Const. art. I, sec. 30 (2008); Adopted 2008, Initiative Measure No. 424).

Diversity Plan

The objective of this plan is to strengthen a community and a climate where diverse and unique contributions, talents, and skills of faculty, staff, and students are acknowledged, valued, respected, and rewarded, and where service for the good of the college is valued and excellence in teaching is pursued.

Goals:

1. Strengthen the enrollment and persistence of students from diverse backgrounds.
2. Expand employee recruitment and orientation procedures and practices to attract and retain a diverse workforce.
3. Strengthen campus culture relative to inclusion, tolerance, and respect for human dignity through diversity awareness programs and activities.
4. Infuse multiculturalism, pluralism, and global awareness into the educational curriculum.

Strategies:

Goal 1. Strengthen the enrollment and persistence of students from diverse backgrounds:

1. By August 2015, secure SEVIS authorization to enroll international students at NCTA.
2. By January 2016, implement international recruitment initiatives.
 - a. Recruit at international affairs.
 - b. Develop global website to allow for easy transition of international students.
 - c. Hire an international student recruiting agency.
 - d. Develop international marketing materials.
3. By August 2016, enroll first international students at NCTA.
4. By August 2015, began offering urban agriculture credit-bearing courses in Omaha.

5. By August 2016, enroll 10 students in the Omaha program.
6. By January 2017, make a decision concerning adding a veterinary technology program in Lincoln.
7. By August 2016, grow enrollment to six students in the *Combat Boots To Cowboy Boots* program.

Goal 2. Expand employee recruitment and orientation procedures and practices to attract and retain a diverse workforce

1. By August 2016, advertise all permanent full-time employee vacancies in venues frequented by people from diverse backgrounds.
2. By November 2015, develop and implement a search committee orientation program which enhances search committee sensitivity to inclusiveness and diversity.

Goal 3. Strengthen campus culture relative to inclusion, tolerance, and respect for human dignity through diversity awareness programs and activities.

1. By January 2015, develop and implement a pregnancy support policy and a lactation support policy.
2. Beginning in August 2015, conduct an annual student orientation program to enhanced student support for inclusion, tolerance and respect for human dignity.
3. Beginning in August 2015, conduct an annual employee orientation to enhanced support for inclusion, tolerance and respect for human dignity.
4. By January 2016, facilitate diversity training for selected NCTA employees who will use that training to recommend best practices on campus.
5. By January 2016, develop a college and community diversity committee to address diversity from a holistic perspective.
6. By May 2016, develop an enhanced college diversity plan with input from the larger NCTA community and the local Curtis community.

Goal 4. Infuse multiculturalism, pluralism, and global awareness into the educational curriculum

1. By August 2015, include a section of multiculturalism and global awareness in the general education curriculum through the human relations course.
2. By January 2016, implement a strategy to increase student enrollment in the NCTA class titled *Economics of World Food in Agriculture* to give students a global perspective on agriculture.
3. By December 2016, develop and implement an international cultural event that involves the NCTA student body, employees and community members in a celebration of diverse international cultures.