



## **Diversity Statement, Mission, Vision, and Institutional Goals**

### **Diversity Statement**

*(Adopted May 2023)*

College of the Siskiyou (Siskiyou) acknowledges and condemns the history of colonization of the Indigenous Tribes who originally inhabited the land on which our institution stands. We acknowledge their continued existence and wisdom regarding this place and area.

It is our mission and vision to foster a community that is inclusive, responsive and supportive of all of its members equitably. It is important for our students and staff to understand the history of our area, acknowledge the past, collaborate with our communities, and facilitate course work which empowers our students with the tools to lead with respect.

All members of the College community are responsible for creating, maintaining, and developing a learning environment in which differences are embraced, sharing is encouraged, equity is sought, and inclusiveness is practiced. We will continually assess our progress to ensure that diversity initiatives disrupt and eliminate harmful policies within our college community.

Siskiyou welcomes and embraces students and employees from all backgrounds including, but not limited to: ability or disability, age, ancestry, body type or size, citizenship or immigration status, economic status, educational status, employment status, ethnicity, food or housing insecurity, gender, gender identity, gender expression, incarceration experience, language, marital or partner status, military or veteran status, national origin, neuro-diversity, physical or mental health status, political affiliation, race or racial identity, religion, reproductive status, sex, and/or sexual orientation.

The College strives to ensure that its diversity initiatives are anti-racist and inclusive. Our ultimate goal is to eliminate oppressive policies within our College community.

### **Mission**

*(Updated April 2021)*

We are a comprehensive community college serving the economic, educational, lifelong learning, and workforce needs of Siskiyou County and the other communities our programs reach. College of the Siskiyou provides students a strong education leading to associate degrees, certificates, college transfer, career and technical education, workforce training, and basic skills preparation. We understand the transformative power of higher education and seek to inspire students by offering inclusive and practical learning experiences that are relevant in today's global economy and environment. We strive to prepare our students to align their newly-gained skills and experiences with those best suited to the work they wish to pursue and the lives they

wish to lead. At the same time, we aim to inspire our students to engage actively, question deeply, reason critically, think boldly, communicate effectively, act innovatively, work collaboratively, and live ethically.

## **Vision**

Transforming students' lives through lifelong learning and success.

## **Institutional Goals: Vision for Success Alignment**

*(Updated September 2022)*

Unless otherwise noted, all local goals will use the 2016-2017 academic year as the baseline for future growth targets.

- Goal 1: By the end of the 2023-2024 academic year, College of the Siskiyous will increase the number of students earning a certificate or degree by 20%.
- Goal 2: By the end of the 2023-2024 academic year, College of the Siskiyous will increase the number of students transferring to a four-year institution by 35%.
- Goal 3: By the end of the 2023-2024 academic year, College of the Siskiyous will lower the average number of units for degree completion to 79.
- Goal 4: By the end of the 2023- 2024 academic year, College of the Siskiyous will maintain the percentage of students from career and technical education programs receiving employment closely related to their field of study at higher than 75%.
- Goal 5: By the end of the 2023-2024 academic year, College of the Siskiyous will reduce the equity gaps in performance metrics by 40%, with an additional goal for full elimination of equity gaps by the end of the 2026-2027 academic year.