



College of The Albemarle Policy

Policy Number: 1-6

Pages: 1

Title: Diversity and Inclusion

Related Procedures: 1-6.1P

Division of Responsibility: President's Office

The College of the Albemarle Board of Trustees is committed to building an institution of higher education with a culture of inclusion, diversity and equity. The Board recognizes that diverse perspectives within the college environment promote mutual awareness, greater knowledge, and increased sensibilities. The Board recognizes, too, that differences regarding race, gender, age, backgrounds, nationality, sexual orientation, physical ability, and learning styles create richness on our college campuses and in the various communities where we live, work and serve. The Board of Trustees seeks to promote mutual respect and understanding among all COA stakeholders.

The Board of Trustees will ensure that the college establishes and maintains procedures that lead to the employment of the most qualified administrators, faculty, and staff. Employees of the College must be dedicated to promoting student success and to supporting the concepts of inclusion, diversity and equity. The Board of Trustees is committed to promoting processes for the development, growth, retention, and successful employment among its employees, all while placing high regard on the concepts of inclusion, diversity, and equity.

The Trustees are also committed to the processes for recruiting, retaining, and educating a diverse student body. They recognize that in order to more fully realize the College's mission of transforming lives, all aspects of education are important, including the value of inclusion, diversity, and equity.

COA does not appoint or select its board members. Board members are selected by nine different appointing agencies, including the Governor's Office. The COA Board of Trustees seeks to reflect a diverse membership characteristic of the region that we serve. To that end, the Board intends to work collaboratively with its appointing agencies to achieve this objective.

<u>October 13, 2020</u>	<u>N/A</u>	<u>N/A</u>
Date Approved by Board of Trustees	Date of Last Review	Date of Last Revision