



College of The Albemarle Procedure

Procedure Number: 1-6.1P

Pages: 1 of 2

Title: Diversity and Inclusion

Related Policy: 1-6

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

Procedures

- I. The College of The Albemarle (COA) President's Office shall send an annual letter from the Chair of The COA Board of Trustees that outlines the board's commitment to a diverse and inclusive representation of the seven-county service area. This letter will be sent to all appointing authorities with an appointment expiring on June 30th of the current year.



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Pages: 2 of 2

- II. The letter shall be sent in the first week of March to allow the appointing authorities ample time to consider the board chair's letter prior to making their appointments.
- III. A copy of College of The Albemarle's Policy 1-6: Diversity and Inclusion will be enclosed with the letter to the appointing authorities.
- IV. The letter to appointing authorities will include all of the following items:
 - i. Reference to any current North Carolina legislation regarding the diversity composition of the COA Board of Trustees.
 - ii. The COA Board of Trustees commitment to supporting diversity and inclusion.
 - iii. A breakdown of the appointing authorities and their number of appointments
 - iv. The current gender and race composition of the COA Board of Trustees.