

## What is Equity and Diversity?

The Office of Equity and Diversity (OED) emphasizes social justice and the critical understanding of the diversification of higher education, professional and community environments. OED addresses access for any group that has been historically disadvantaged or underrepresented in higher education. This includes, but is not limited to, individuals from ethnic and racial minorities. It also includes persons of all races and ethnicities who come from groups that have historically been disadvantaged or underrepresented in higher education, such as women, first-generation college seekers, people who are differently abled, the LGBTQ community, veterans, non-traditional students, non-English speakers, and people from low-income communities. These examples are intended to be illustrative, not exclusive.



Initially introduced to the Board of Regents in 2013, the OED works on equity and diversity issues through the framework of the “Five V.I.G.A.S of OED” or Valuing Inclusiveness: Goals and Supports. This framework for equity and diversity includes five goals and identifies supports that OED hosts and continues to develop on and off campus through collaborations with students, faculty, staff, community non-profits, governmental agencies, and community members at large. Our goal is to become a campus and community resource that helps address wide-ranging issues of equity and diversity that engage issues of access, success, and community health.

The Five VIGAS are:

1. Policy and Procedures
2. Cultural Climate and Welcoming Environment
3. Curriculum Development
4. Research and Creative Support for Students and Faculty
5. Community Outreach (On and Off Campus)

### Diversity Council

The Diversity Council is a model used by many major colleges and universities to engage multiple voices across the campus. We adopted the Diversity Council as a way to engage a collective voice regarding diversity issues across our campus during Fall 2015. The Diversity Council recognizes that being a diverse campus is not the same as creating strategic initiatives for serving the unique needs or identifying the strategic advantages of our diversity. Working from a position of transformational diversity, the Council seeks to create an atmosphere where we address and employ diverse educational opportunities to envision diversity as a strategic advantage of our institution. The council is open to students, faculty and staff.

## **Diversity at NMCC**

### [NNMC Fact Book](#)

The Board of Regents approved “Goal 4 of NNMC Strategic Goals” as “Facilitate an inclusive learning environment that celebrates diversity” in 2012. Additionally in 2013, the Office of the Provost has instituted a Campus-Wide Student Learning Outcome dedicated to Diversity, it reads:

Northern NM College students will:

- a. Understand and appreciate cultural diversity;
- b. Respect difference including racial, ethnic, gender, class and sexual orientation, and those with varied physical, mental and emotional abilities;
- c. Practice acceptance of individuals from different religions, cultures and traditions, and those who express differing political views;
- d. Understand the necessity for sustainability and a healthy global environment;
- e. Understand that NNMC is committed to respect for individual dignity and the distinct cultures of Northern New Mexico.

For more information, contact Dr. Patricia Trujillo, Director of Equity and Diversity at (505) 747-5448 or [patriciatrujillo@nmmc.edu](mailto:patriciatrujillo@nmmc.edu). The Office of Equity and Diversity is located in the Administration Building, Room 105 or visit the webpage at:

[Diversity and Equity](#)