

Policy Title: Cultural Competency/Diversity Awareness for Lane Employees

Policy Number: XXX

Lane's core values of respect for diversity, and for a safe, respectful and inclusive working and learning environment, require cultural competence/diversity awareness among its employees.

An inclusive culture is one that cultivates respect, equity and positive recognition of cultural differences among all members of the community. It requires that the social and institutional responses to cultural differences encourage and promote positive learning and working experiences.

To build individual and collective capacity for diversity awareness/cultural competence, the president is directed to ensure the implementation of ~~implement~~ a program of professional development that requires all employees to participate in appropriate education and training. The president shall assure the development of ~~develop~~ an evaluation and tracking system to assess the effectiveness of the program and submit a monitoring report to the board on an annual basis.

APPROVED: February 5, 2014

Second Reading: Cultural Competency, 4-A-1 (Board Policy)-
(Reflects revisions from first reading as noted below)

A first reading of the new board policy, Cultural Competency, was conducted in January. A second reading will be held at the February meeting.

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