

## **RUDOLF STEINER COLLEGE DIVERSITY PLAN**

### **I. MISSION**

From the Rudolf Steiner College Mission Statement:

*Rudolf Steiner College strives to provide a creative educational environment for men and women of diverse ages and backgrounds who seek a deeper understanding of the challenges of modern life and wish to develop new capacities as a basis for their life's work, for social service and cultural renewal.*

#### **A. The Importance of Diversity**

##### **1. Related to institutional mission/core values**

- Rudolf Steiner College embraces a philosophy of education that views one of the major goals of human development to be the attainment, in freedom, of *agency*, or ethical individualism. The ability to love, to serve, and to impart meaning, direction and purpose to life marks the highest attainment of individual existence.
- The individual human being comes into life in a physical body, a set of family circumstances, a constellation of other human beings, a particular time in history, and a social, political, regional and cultural context. In order to successfully realize one's life intentions, it is necessary to engage and understand these various hereditary and environmental circumstances. Individual perspective is limited and diversity is an enrichment of our entire life's experience. A total contextual vision is often best achieved from the sharing of multiple perspectives, insights and paradigms.
- In order to serve each other we must embrace and understand each other. In order to be successful in meeting our mission, it is necessary that our workforce reflect the cultural and geographical diversity of our constituents.

##### **2. Student outcomes, educational benefits**

- Diverse administrative and support staff can help Rudolf Steiner College realize its intention to be an inclusive organization.
- A diverse faculty can provide a rich educational environment that equips students with skills to frame and resolve problems differently.
- A diverse student body helps us towards becoming an educationally rich and inclusive organization.

3. Social Justice/Equity

- Focusing on Diversity is a way to become an inclusive organization and make full use of the contributions of all colleagues.

II. GOALS, OBJECTIVES, OUTCOMES

A. Internal Scan: The current situation

- Examine WASC Summary data sheets to determine the representation of diverse cultures and races in the current student body and faculty.
- Determine what areas in the organization need to be addressed for increasing and recognizing diversity in the populations.

B. Specific Goals, Objectives, and Outcomes to be developed with the college (faculty, staff, students)

- Develop recruitment strategies with a diversity component.
- Develop succession planning with a diversity component for professional and management staff positions.

III. STRATEGIES AND TACTICS

A. Faculty and staff recruitment and appointments: increase number of faculty and staff members from various race/ethnic groups, and/or who add to diversity in other ways.

- Rudolf Steiner College faculty members are experts in the fields in which they teach. Our instructional staff includes teachers with experience in teaching international students, and many of them have lived abroad. They understand different cultures and create an atmosphere in which students learn quickly and comfortably. We will continue to recruit our instructors from various ethnic and gender groups, and seek to add diversity in other ways, such as bringing in visiting professionals from other cultures and ethnic groups.

1. Through regular faculty appointments

(a) Affirmative Action/Diversity Plans

- We will include diversity planning as part of any search committee's responsibilities.

(b) Education of the faculty and staff

- RSC offers employee discounts. Diversity forum for faculty and staff.
- A discussion on diversity will be developed for the organization.
- Bring speakers on diversity.

B. Academic Programs (Undergraduate and Graduate)

1. Curricular development: through program and course design.

- a. We will increase coverage of issues related to diversity in courses as appropriate.

2. We will continue to develop outreach courses and events in diverse settings.

- a. We will continue to support educational and activities for such groups as Women's Empowerment (homeless women).

- b. We will continue to serve the Hispanic community through such programs as the LifeWays Childcare Provider Program, which is conducted entirely in Spanish.

3. Provide for opportunities for student experiences abroad.
  - a. Student-teaching
  - b. Community service
  - c. Programs aligned with RSC program objectives
4. Schedule talks and presenters on diversity to the campus and to campus events.

C. Admissions and Financial Aid

1. Recruitment – Increase targeted publicity for diverse populations
2. Financial Aid
  - (a) Special scholarships for selected student(s) of color, plus regular needs-based financial aid
  - (b) Differential packaging that alters the mix between loans, grants, and work-study.  
Displaced or disadvantaged workers may be eligible for federal assistance through the Employment Development Department (EDD). For students who qualify, funds may be applied toward the cost of the Extension course fees, books, and materials.

D. Research and Resources

1. The Library will maintain a file of current research and best practices on the subject of Diversity.
2. The College website and promotional materials will be reviewed and suggestions made for promoting diversity through various media.

V. EVALUATION AND ASSESSMENT

A. Responsibility and Accountability

1. Job descriptions include responsibility for diversity objectives.
2. Faculty and staff evaluations include section on meeting objectives regarding diversity.

B. Goals, Outcomes, and Measures

1. Collect and update data to determine trends:
  - a. Enrollment
  - b. Retention
  - c. Completion
  - d. Student evaluations of programs
    - 1.) Inclusivity in course materials and focus
  - e. Student participation in committees
  - f. Student feedback to questionnaires re:
    - 1.) Admissions process
    - 2.) Student/campus services
2. Analyze and review data.
3. Establish objectives based on data analysis.

C. Timelines

1. Assessment Calendar
  - a. Summer semester, data collected
  - b. Fall, Data analyzed
  - c. Winter, actions taken in response to findings
  - d. Spring, review of actions