1. Promote and facilitate the total integration of diversity into the life of the College by implementing comprehensive, intentional, and sustained all-inclusive programming, which includes educational, cultural, social, and outreach events, as well as diversity training workshops, facilitated campus-wide inter-group dialogues, and other educational initiatives.

2. In collaboration with other departments and community agencies/organizations, develop strong culturally sensitive and academic-centered support initiatives to enhance the retention and academic success of all AALANA and international students at the College.

3. In collaboration with other College of Charleston departments, targeted local schools, and local community agencies/organizations, develop strong partnership-based academic and non-academic support initiatives to improve college access for local AALANA elementary, middle, and high school students.

4. Develop a formal and effective inter-departmental collaborative mechanism to facilitate the cohesive management of Diversity at the College.

5. Develop meaningful collaborative strategies with the Division of Student Affairs, in order to enhance student engagement in campus-wide diversity activities.

6. Develop the capacity to serve as the Diversity Statistical Data Resource Center (DSDRC) for the College of Charleston.

7. Establish a proactive and systematic approach to program development, planning, implementation, and assessment.

8. Develop short and long-term advancement (fundraising) strategies for obtaining additional funds for the Office of Institutional Diversity.


10. Create professional development opportunities for OID Staff.

11. Foster meaningful community relationships between the College of Charleston and the external minority communities through ongoing collaborative outreach initiatives.

12. In collaboration with other departments, develop new AALANA faculty and administrator recruitment strategies through the establishment of formal inter-institutional relationships with HBCU's and Hispanic Producing institutions, to enhance diversity at the College of Charleston.