

**John A. Logan College Board of Trustees Policy 3114 is the foundation for the following Administrative Procedures and Statements which supports the ICCB-mandated Equity Plan:**

**A Vision of Equity at John A. Logan College:**

"At John A. Logan College, we envision a future where equity is not just a goal but a lived reality for every member of our community. We strive to create an inclusive environment where diversity is celebrated and every individual is empowered to achieve their full potential.

Our vision of equity encompasses the following:

1. **Access:** We are committed to removing barriers to education and ensuring that all members of our community have equal access to resources, programs, and opportunities regardless of their background, socioeconomic status, race, ethnicity, gender, sexual orientation, ability, or any other characteristic.
2. **Success:** We believe that every student deserves the opportunity to succeed. We provide comprehensive support services, personalized guidance, and innovative teaching methods to help all students reach their academic and career goals.
3. **Diversity and Inclusion:** We recognize the strength that comes from embracing diversity and fostering inclusion. We celebrate the unique perspectives, experiences, and identities of our students, faculty, and staff, and we strive to create a campus culture that values and respects all individuals.
4. **Equity-mindedness:** We promote equity-mindedness among all members of our community, encouraging awareness of systemic barriers and biases and empowering individuals to advocate for justice and fairness.
5. **Community Engagement:** We actively engage with our local community to address systemic inequalities and promote social justice. Through partnerships, outreach programs, and advocacy efforts, we work collaboratively to create positive change and advance equity both within our institution and beyond.

By championing equity in all aspects of our work, we aim to create a community college where every student has the opportunity to thrive and contribute meaningfully to society."

**Diversity, Equity, Inclusion, and Accessibility Statement for John A. Logan College:**

At John A. Logan College, we are committed to fostering a culture that embraces and values diversity, promotes equity and inclusion, and ensures accessibility for all members of our community. We believe that diversity strengthens us, equity empowers us, inclusion unites us, and accessibility enriches us. Therefore, we affirm the following principles:

*Diversity:*

We celebrate the richness of our diverse community, which includes individuals from different backgrounds, cultures, races, ethnicities, genders, sexual orientations, religions, abilities, ages, and socioeconomic statuses. We recognize that diversity is a source of strength and innovation,

and we are dedicated to creating an environment where all perspectives are welcomed and respected.

*Equity:*

We are committed to promoting equity by addressing systemic barriers and creating opportunities for all members of our community to succeed. We strive to eliminate disparities in access, retention, and achievement, and we actively work to dismantle inequitable structures and practices. Our goal is to ensure that every individual has an equal chance to reach their full potential.

*Inclusion:*

We believe that inclusion is essential for creating a sense of belonging and fostering a supportive community where everyone feels valued and respected. We are dedicated to creating an inclusive environment where differences are celebrated and all voices are heard. Through open dialogue, collaboration, and mutual respect, we strive to create a culture of belonging where everyone can thrive.

*Accessibility:*

We are committed to ensuring that our campus, programs, services, and resources are accessible to all individuals, including those with disabilities. We adhere to principles of universal design and strive to remove physical, technological, and attitudinal barriers that may hinder full participation. We provide reasonable accommodations and support services to ensure that every member of our community can fully engage in academic, social, and extracurricular activities.

By embracing diversity, promoting equity, fostering inclusion, and ensuring accessibility, we strive to create a community college where all individuals can learn, grow, and succeed. We recognize that this is an ongoing journey, and we are committed to continuously improving our practices and policies to advance these principles throughout our institution. Together, we can create a more equitable and inclusive future for all.

**Anti-Racist Statement\*:**

John A. Logan College recognizes that racism is pervasive in our society and that no segment of our nation is exempt. We acknowledge that students, alumni, and employees, especially those who are Persons of Color, have experienced and have been hurt by marginalization, silencing, tokenism, erasure, and other damaging practices. We unconditionally reject racism in all forms and embrace the institutional change necessary to dismantle systems that perpetuate injustice and inequity.

We will listen and learn from each other and work to hear and amplify the voices of those who have been marginalized, and we will use every opportunity to create lasting change in alignment with these objectives.

This process of centering the voices of those Persons of Color is ongoing, and we intend it to be a new and permanent part of our lives together.

*\* Adapted from the Illinois Community College Trustees Association*