

CCA Foundation Guiding Actions for Justice, Equity, Diversity, and Inclusion

Overview:

The Community College of Aurora (CCA) Foundation recognizes that serving the college's students, alumni, faculty, and staff, as well as, the college's broader service area requires new ways to engage diverse communities throughout the region. We acknowledge that the college is on the traditional land of the Arapahoe, Cheyenne, Núu-agma-təvə-pų (Ute), and Očeti Šakówiŋ (Sioux) people. Collectively, the CCA Foundation, its Board of Directors and its staff, are committed to forging a community of leaders who take action to achieve and expand equity in access, opportunity, and alumni support for college and career success for all CCA students of all identities and all differences.

The Justice, Equity, Diversity and Inclusion (JEDI) Framework below was created by the CCA Foundation Board of Directors as an intentional effort to support CCA in creating a more just, inclusive and equitable educational environment realizing the Community College of Aurora's vision of being the college where **every** student succeeds.

Our Framework:

Personal Growth Commitment:

- We value an individual commitment to the continued practice and growth of justice, diversity, equity and inclusion in our own lives.
- We commit to holding ourselves and each other accountable by demonstrating compassion, respect, integrity, humility and inclusion in all aspects of our work.

Interpersonal Commitment:

- We commit to demonstrating inclusive practices which recognize, welcome and celebrate differences, not diminish or suppress them.
- We commit to a solutions-oriented approach that creates a culture of trust, inquiry, accountability and risk-taking through research and dialogue.

Organizational Commitment:

- We value learning and commit to staying informed, relevant, and responsive to the diverse needs of the college, those it serves, and the community.
- We provide multiple ways for our community stakeholders to engage and provide life-changing opportunities for CCA students, leading to college completion and career success.
- We develop, implement, and enhance sustainable policies, programs, practices, and systems to improve and increase diversity and equity throughout the organization and its outcomes.
- We commit to taking responsibility and ownership of the CCA Foundation's goals and the impact of its outcomes on the students, alumni, faculty, staff, and broader service area of CCA.

Community Impact Commitment:

- We will work towards equity, which we define as meeting the unique needs of individuals and communities through fair and inclusive access to resources and opportunities so that all within CCA's service area can and will reach their full potential.

CCA Foundation Vision Statement:

To offer hope and opportunity by supporting CCA to be the college where every student succeeds.

CCA Foundation Mission Statement:

To support CCA's priorities and provide life-changing opportunities for students by developing philanthropic resources, community connections, and industry partnerships.

CCA Foundation Core Acts:

- **We serve** CCA by unleashing the generosity of others to support the goals of our students, faculty, and staff.
- **We engage** our donors and industry partners, connecting them to CCA and helping them share their time, expertise, and resources.
- **We steward** the resources entrusted to us with integrity and transparency.
- **We believe** that all students can and will succeed when given opportunity and support. We believe in each student and in her/his potential.
- **We strive** to support CCA to be the recognized leader in inclusive excellence, leading to equitable outcomes in student success.