Criterion 1. Mission - The Institution’s mission is clear and articulated publicly; it guides the institution's operations.

1A – The institution’s mission is articulated publicly and operationalized throughout the institution.

• 1. The mission was developed through a process suited to the context of the institution.

1.A.1. In 2016, Lansing Community College (LCC) adopted our current mission statement:

Lansing Community College provides high-quality education ensuring that all students successfully complete their educational goals while developing life skills necessary for them to enrich and support themselves, their families, and their community as engaged global citizens.

When the Executive Leadership Team decided to propose a new mission statement, the College undertook a holistic review of candidate mission statements. A Mission Statement Review and Revision Team was established, and the Academic Senate participated in an early conversation of draft alternative mission statements. The mission review process included presenting alternative mission statements, breaking down both the old and proposed statements into their constituent parts, identifying themes, and then taking into consideration the extent to which various groups participating in the mission review conversations identified with and/or preferred elements of the old and proposed new mission statements.

LCC hosted several facilitated community conversations, focusing on the future of the College and identifying its primary mission. All LCC students, staff, faculty, and administrators were encouraged to participate, with day and evening conversations being held at the Downtown Campus, West Campus, the Livingston Center, and LCC North (an additional location no longer active). Additional conversations were held at the Letts Community Center, Cristo Rey Community Center, and the Southside Community Center to facilitate external stakeholder engagement.

Finally, in November 2016, the Board of Trustees reviewed both the review process and the proposal, and then officially approved the new mission statement in December 2016.

The new mission statement was communicated in a variety of ways, including the College website, marketing materials, and internal communications. In addition, many employees include the LCC Mission Statement as part of their email signature line. Anyone who reviews the Human Resources webpage “Top Insider Tips for All LCC Applicants” is directed to the College’s
Statements of Purpose webpage (which includes the mission), and all new employees, as well as all new student employees, are introduced to the College’s mission statement during their orientation.

- 2. The mission and related statements are current and reference the institution’s emphasis on the various aspects of its mission, such as instruction, scholarship, research, application of research, creative works, clinical service, public service, economic development, and religious or cultural purpose.

1.A.2. The Board of Trustees reviews the mission, vision, and motto annually, with regard to both language and underlying practical philosophy; example adopted Board minutes are included from March 2019 and January 2021. With the completion of the 2021-2024 strategic plan, the College is beginning the process to create the 2024-2027 strategic plan. The President, within his 2022 annual self-evaluation, formally proposed to the Board that the College, the Board, and the community should engage in a review and possible revision of these guiding statements.

As LCC creates its new strategic plan, as well as revisions to its related documents, the Dean of Community Education and Workforce Development led his counterparts through an Activity System Mapping exercise focused on strategic intent. As a prelude to a new round of strategic planning, each division of the College will re-evaluate its mission statement to ensure they are focused on strategic intent. This process is critical in that both the College mission and the strategic plan are essential when developing new programs and initiatives, particularly during budget processes (see also Criterion 5).

As a comprehensive community college, LCC’s mission focuses on education, enrichment, and the ability of our graduates to support themselves and their families. Our first two Guiding Principles emphasize each of these areas, and “careers” in particular. In addition, our mission emphasizes being “engaged global citizens,” as emphasized by our eight and tenth guiding principles. Each of the additional principles supports these broad goals, with the final principle that “LCC is a dedicated community member working for the betterment of all.”

- 3. The mission and related statements identify the nature, scope, and intended constituents of the higher education offerings and services the institution provides.

1.A.3. LCC’s mission statement emphasizes the educational goals of “all students,” as well as their role within their families and their community. The vision statement further highlights the “needs of a changing community.” Several of the College’s Guiding Principles emphasize the following key points: being a comprehensive community college (#1), having a career emphasis (#2), striving to be “state of the art” in all we do (#6), maintaining vital connections to the world (#7), recognizing a special responsibility for students who face potential barriers to being successful in pursuing an education (#8), and seeking cooperative relationships with both private and public organizations to best serve student and community needs (#9).

- 4. The institution’s academic offerings, student support services, and enrollment profile are consistent with its stated mission.
1.A.4. LCC’s mission is broad, yet also focused on our community. As an open access institution, we offer a wide variety of academic programs in accordance with our intention to ensure “all students” are able to “successfully complete their educational goals.” This requires us to offer both transfer degree programs and career and technical education that supports the needs of our regional employers and leads to careers with meaningful wages. Either path ultimately leads to our students being able to “support themselves, their families, and their community…”

We offer over 100 specialized certificates and over 110 associate degree programs in our Arts and Sciences, Health and Human Services, and Technical Careers Divisions. There are also personal interest and tailored workforce programs offered by our Community Education and Workforce Development Division – for example, Adult Enrichment and Workforce Solutions. As described in Core Component 3D, we offer a full range of student support services, including in-person support at all locations and online support for all students. The College often surveys students to help determine what they need to be successful (see Core Component 3D). As evidence of our commitment to diversity, and the goal in our mission statement for our students to be “engaged global citizens,” we are fortunate to have a diverse student body. The most recent data reveal a male/female ratio of 43/57%, 26% students of color, and 31% of our students are of non-traditional age (25+). The Center for Data Science provides a data dashboard for LCC personnel to monitor student enrollment (with demographics for comparison to census data), student success, persistence, retention, and awards conferred.

- 5. The institution clearly articulates its mission through public information, such as statements of purpose, vision, values, goals, plans, or institutional priorities.

1.A.5. As noted above, LCC has a long-standing vision statement, motto, and set of guiding principles, which along with our mission statement comprise our Statements of Purpose. From our internet homepage, if one selects “ABOUT,” one can see a link for the “Mission Statement and Guiding Principles,” which links to the Statements of Purpose webpage. This information is also included in the College Catalog. LCC maintains a presence on social media sites such as Facebook, informing the public of our many activities and opportunities. As noted above, applicants for jobs at LCC are encouraged to review the mission, vision, and values, and to think about how they can contribute. The LCC Connect radio program provides public information about a wide variety of LCC activities and opportunities, as does the President’s Report. The Strategic Plan, Academic Master Plan, Five Year Capital Outlay Plan, and the Board of Trustees Annual Ends Report all emphasize the mission of the College. Thus, LCC clearly articulates its mission to our entire community.

1B – The institution’s mission demonstrates commitment to the public good.

- 1. The institution’s actions and decisions demonstrate that its educational role is to serve the public, not solely the institution or any superordinate entity.

1.B.1. LCC’s mission statement makes it clear that we are committed to ensuring educational success not merely for students themselves, but also for the benefit of “their families, and their
As further demonstration of these commitments to the public good, LCC’s mission guides the overall direction of the College’s initiatives. For example, both the Strategic Plan and the Academic Master Plan place the mission at the forefront of our decision-making and planning processes. In addition, the College has an Academic Senate comprised of faculty, administration, and students; the charter for this body places student learning first and foremost. The Board of Trustees is comprised of publicly-elected members of the community, per Michigan’s Community College Act of 1966, and the Board Ends Policies clearly identify five areas of focus for the College: 1) Mission, Vision, Motto; 2) Student Access and Equity; 3) Student Learning and Success; 4) Community Impact; and 5) Diversity, Equity, and Inclusion. These Ends clearly demonstrate the Board’s focus on education and serving our community. The Board packet for October 2023 included the most recent Board of Trustees Annual Ends Report as presented to the public.

As described in Core Component 3A, LCC relies on advisory committees and the Perkins V Comprehensive Local Needs Assessment to ensure that our occupational programs fulfill their primary purposes of serving our students and our local business and industry partners. In addition, LCC recently gained access to Michigan Unemployment Insurance Agency wage data, in anticipation of new guidelines regarding gainful employment. The College has begun an analysis of overall outcomes for our students – whether they transfer or enter the labor market.

• 2. The institution’s educational responsibilities take primacy over other purposes, such as generating financial returns for investors, contributing to a related or parent organization, or supporting external interests.

1.B.2. As noted above and addressed more specifically in Core Component 2C, LCC is an independent public institution. As such, we have no parent organization, external interests, or investors. The Board Members’ Code of Conduct requires them “…must present non-conflicting loyalty to the best interests of the community, college, and its students.” In addition, said “…loyalty must supersede any conflicting loyalty such as that to advocacy or interest groups and membership on other Board or staffs.” The Board Bylaws further require that any member who may have a conflict of interest will disclose said conflict and refrain from both debate and voting on the issue at hand. It is also worth noting that in October 2023, contained within the Board of Trustees Annual Ends Report for public presentation at the monthly meeting, the Board and college leadership emphasized that the foundation of our mission is providing education. During the upcoming development of a new strategic plan, the Board will be included in an intentional
review of the mission and related strategic planning. Further highlighted in this report is program recognition, program accreditation, connections with community stakeholders, and student employability following graduation.

With regard to the educational responsibilities of the LCC’s Executive Leadership Team, the Board exercises its responsibilities and interests through delegation to the President (see Core Component 2C). The President and other members of college leadership, as well as all employees, are bound by the mission, vision, and guiding principles, as noted above, as well as the Ethics and Standards of Conduct for Employees policy. The College follows a comprehensive and collaborative budget strategy consistent with our strategic directions (see Core Component 5B). All LCC employees are invited to participate in various ways, including the participation of the Budget Committee of the Academic Senate. All budget recommendations and requests must align with the College’s Strategic Plan, and the Board of Trustees approves the budget. To ensure that the College serves as a responsible steward of public funds, particular attention is paid to financial integrity throughout these processes (see 2.A.2.).

The LCC Foundation provides scholarship support for students, guided by the belief that financial resources should not be an obstacle to obtaining an education. In addition to providing funds for scholarships, the Foundation helps students submit successful scholarship applications by organizing scholarship workshops. Aside from scholarships, the Foundation maintains separate funds to provide assistance in specific ways. For example, the LCC Cares fund provides for emergency grants or food cards for any student in need, which can be administered by an Academic Success Coach. Likewise, the Veterans Program Fund provides funds for scholarships, professional development, and emergency needs grants. The Foundation seeks to stay connected with former students through the Alumni Committee.

The Foundation also supports employees of the College through the Employee Development Fund, which organizes fellowship activities and supports professional development activities, all with the intent of enhancing everyday work life at LCC.

The Foundation’s funds are maintained and managed separately from the College, under the supervision the LCC Foundation Finance Committee. The Foundation is audited annually, and their Form 990 audited tax returns are available on the College’s website.

- 3. The institution engages with its external constituencies and responds to their needs as its mission and capacity allow.

1.B.3. LCC engages in cooperative relationships with two primary groups of external stakeholders: K-12 educational partners and business/industry partners. Our primary K-12 focus is on dual enrollment, which provides opportunities for high school students to earn college credit at LCC while still in high school. We partner with a wide range of schools including the Clinton County Regional Education Service Agency, Eaton Intermediate School District, Ingham Intermediate School District, and the Lansing School District. Our K-12 programs for college credit include traditional dual enrollment, High School Advantage (taught by LCC faculty in the high schools during the day), Career and Technical Education Direct Credit, Career and Technical Education Credit-By-Exam, Early/Middle College Partnerships, and The Early
College at LCC (on pause until fall 2024). In order to ensure transparency, the State of Michigan (Section 209 of the State School Aid Act of 1979) requires all community colleges to file an annual report providing information on all relevant programs to include key information such as participation rates, costs, faculty qualifications, student resources, and instructional resources.

LCC is proud to participate in the H.O.P.E. and Promise Scholarships, three scholarship programs that provide local students assistance in preparing for and then working toward an LCC certificate or degree. The first two programs, The H.O.P.E. Scholarships and the Lansing Promise Scholarships, are being merged into one for Lansing School District High School students graduating in 2024. Along with the Mason Promise Scholarships, students are initiated into these programs as they enter 6th grade, and are then mentored and supported as they progress through school toward eventual high school graduation. These students are then financially supported as they pursue further education at LCC.

LCC also leads the Coalition for College and Career Readiness (C3R), an organization that brings together stakeholders from the tri-county region to identify and promote best practices for aligning high school and college programs for the purpose of increasing college and career readiness amongst regional students. Various workgroups have focused on key challenges facing students from local high schools as they prepare for being successful in college. College-level Math and college-level English have been at the forefront of their considerations, given a wealth of national evidence indicating the critical role that these two academic areas hold with regard to students successfully completing college with a certificate or degree. A recent report has focused on identifying the number of students in our region who need developmental support in math, reading, and/or writing, and their subsequent persistence and retention rates upon matriculating at LCC. In addition to the individual meetings of working groups, C3R holds summit meetings twice a year, and every three years they prepare a State of C3R report.

To ensure that LCC is serving our K-12 partners to the best of our ability, the College recently engage MGT Consulting Group to produce a comprehensive K-12-specific Strategic Plan with the objectives of partnering with and creating a pipeline from every public high school in our region. As a result, LCC is now working with a LifeCycle Review and Strategic Plan, an Environmental Scan, a Stakeholder Summary, and a dual credit Implementation Plan to guide our efforts.

LCC’s processes for identifying business/industry stakeholders vary, but are centered on open communication and data collection and analysis, followed by methodological outreach. LCC’s Best Practices Resolution details best practices in three categories: Economic Development and Business or Industry Partnerships, Educational Partnerships, and Community Services. Each category covers five standards of local strategic value, called "best practices." Public Act 103 of 2023, Section 230 of the Michigan Omnibus Public Education Act requires the college meet at least four of five best practice standards under each category.

For example, LCC’s Community Education and Workforce Development Division (CEWD) offers several employer-entrepreneur educational initiatives such as the Business & Community Institute (BCI) and the Small Business Development Center (SBDC) that help provide services
to the business community. SBDC’s connection with the Michigan New Jobs Training Program offers funding opportunities that help pay for customized employee skills training. The BCI is actively involved with the Lansing Economic Area Partnership (LEAP) and the Michigan Economic Development Corporation (MEDC) to help recruit new companies and create economic development opportunities for our region. LEAP lists LCC as one of two preferred vendors for education (alongside Michigan State University). Likewise, LCC and Michigan State University recently joined with MEDC to participate in the largest investment in state history to expand semiconductor education and training. These partnerships allow the BCI to learn of new stakeholders to target for services and/or partnerships.

Advisory committees throughout the college exist to inform program leadership about changes and trends in the economy and local workforce. Advisory committees are required to meet at least once per academic year to review goals and objectives and assess the degree to which stakeholder needs are met, and to remain relevant and innovative. Additional meetings may be required for individual program accreditation. Following advisory meetings, reviews are conducted by the appropriate department and revisions are made according to the appropriate program curriculum. Feedback from advisory committee members is required during program reviews. The advisory committee handbook details the process of determining and responding to key stakeholder needs. LCC also reviews the information it includes within the Comprehensive Local Needs Assessment, which is submitted to the Michigan Department of Labor & Economic Opportunity - Workforce Development in compliance with Perkins V funding.

To further assess the needs of stakeholders throughout our six-county region, BCI sends an annual Needs Assessment Survey to over 400 contacts throughout various industry sectors (example provided is for the manufacturing sector). The survey asks questions such as skill sets needed, the preferred delivery mode for training, desired outcomes, and details about the employer. A Business Development Manager then meets with each potential client and asks discovery questions, which prepares BCI for setting up training which serves the specific needs of the client. This process allows LCC to respond to the growing and changing needs of area organizations. BCI also distributes annual customer satisfaction surveys that evaluate the quality of instruction to employers. There are several types of surveys tailored to participants, continuing education students, youth, older youth, and parents of youth. The data from survey results are collected confidentially through cloud-based software and results are provided to the Dean of CEWD. The Dean submits the information to the President, who provides it to the Board of Trustees for review. If ratings are less than 85%, a follow-up meeting with an instructor is conducted. If following evaluations reveal continued low ratings, the instructors will no longer be able to teach. Survey results from students and faculty can also reveal course demand at extension centers.

Overall, the efforts of CEWD result in a wide variety of educational and training experiences for community members including corporate accounts, school children as early as 2nd grade, LCC students at additional locations and in internship programs, and community members ranging up to retirees. For the fiscal year ending in 2023, a total of 1,037 training/consulting & academic courses resulted in LCC serving 9,833 training participants, business clients, and academic students (duplicated count). CEWD records these activities on a dashboard, which allows for year-end summaries.
In addition to workforce development and business/industry partnerships, CEWD is responsible for overseeing LCC’s additional locations and lifelong education programs. CEWD supports academic programs by maintaining quality facilities and student support services at the additional locations, two of which are comprehensive facilities offering community education and select academic courses: LCC East and the Livingston County Center. In our recent Academic Master Plan, CEWD indicated the intent to pursue enhancements that would allow them to better serve various communities, including a better-defined process for collaborating with academic areas, a recruitment plan for encouraging faculty to teach at additional locations, a wider variety of upper-level and occupational courses, and partnerships with local companies to support the Evening Business Program. The Academic Master Plan also includes goals for LCC East and the Livingston County Center.

An example of a particularly popular community education program is Motorcycle Safety. CEWD is currently working to duplicate this program, which is currently offered at West Campus (the principal location of our Technical Careers Division), at our Livingston County Center. Given the popularity of the current program, this expansion would be an ideal marketing tool for the College’s presence in Livingston County, which is not part of any community college district.

LCC contributes substantially to local culture through its Performing Arts programs and its support for Arts Connect at LCC. Each year, LCC presents more than 30 theatre, dance, and musical performances in Dart Auditorium, The Black Box Theatre, or at our outdoor amphitheater. Additional performances by faculty and students occur at numerous off-campus events. Many LCC Performing Arts productions have earned impressive awards, including We Shall Overcome: Raising Our Voices Together, a collaboration between Performing Arts and the Office of Diversity and Inclusion, which won a 2021 Gold Telly Award in the Social Justice category. Arts Connect at LCC is hub for LCC’s arts events, ongoing programming, academic programs, and activities that have an arts component.

In addition, LCC maintains LCC Connect radio programming on WLNZ 89.7 FM. Featured programs include Alumni Stories with Steve Robinson (LCC’s President), Equi-Tea, and Art Happens Here with Bruce Mackley (Director of Marketing), as well as programs in various categories: Academics, For Students, Community Shows, Arts & Advocacy, Tech Talks, and About LCC. The Voices Vibes Vision publication includes information on LCC Connect, including streaming data on the number of listeners, listening hours, and podcast engagements. Our most popular podcast, who’s That Star, had over 1,800 engagements, and our most popular month, August 2022, had 17,343 listening hours.

The Board of Trustees is provided with an overview of the College’s efforts to support the full range of our external constituencies in the Community Impact section of the Annual Ends Report. The President’s Report also emphasizes community engagement.

To further advance LCC’s support of its external constituencies, the College seeks support from the state and federal governments. To achieve these ends, the College retains the services of multi-client lobbyist and maintains an active Federal Agenda. The Federal Agenda highlights...
areas of excellence at LCC that support our local communities and beyond, including our Center of Academic Excellence in Cybersecurity (a National Security Agency designation), advanced manufacturing programs (including partnerships with General Motors and Ultium Cells LLC), extensive apprenticeships in the Technical Careers Division and the Health and Human Services Division, aviation maintenance and drone technology, and our commitment to establish new facilities for the Veterans Resource Center and an advanced Simulation Education Center. In addition to the Board, the Academic Senate is informed of these activities, to provide opportunities for additional thoughts and contributions.

1C – The institution provides opportunities for civic engagement in a diverse, multicultural society and globally connected world, as appropriate within its mission and for the constituencies it serves.

• 1. The institution encourages curricular or cocurricular activities that prepare students for informed citizenship and workplace success.

1C.1. In 2014, LCC’s Academic Senate adopted the AAC&U’s Essential Learning Outcomes (ELOs) as our institutional learning outcomes. The first of these outcomes is Knowledge of Human Cultures and the Physical and Natural World. The third outcome is Personal and Social Responsibility, which includes civic knowledge and engagement – local and global – and intercultural knowledge and competence. As will be described in Criteria 3 and 4, all program pathways must align with all of the ELOs, and each general education course must align with at least one ELO. The ELOs are assessed annually, with reports presented to the Provost Cabinet, Academic Senate, and the Board of Trustees. Thus, curricular programs at LCC require exposure to diverse and/or global perspectives. In addition, our Center for Teaching Excellence offers a course entitled Pedagogy of Equity, which prepares faculty to intentionally design inclusive courses and work spaces while also embracing diversity and engaging students in course work that is meaningful, relevant, and accessible. LCC requires new faculty and faculty undergoing performance reviews to participate in D2L Course Design Training, which also includes Universal Design for Learning (UDL) and Accessibility (Section 3) and Diversity, Equity, Inclusion, and Belonging (Section 4), in addition to more general information on quality course design.

LCC offers a wide variety of cocurricular and extracurricular activities that help students become informed citizens and, hopefully, expand their horizons with regard to diverse, multicultural perspectives. As for the distinction between cocurricular and extracurricular, we determined through our Quality Initiative that cocurricular activities must incorporate student learning that can be assessed. Extracurricular activities can be valuable, but in the absence of assessing student learning it is difficult to confirm that they support the curriculum (for more detail, see Core Components 3B and 4B). Each cocurricular activity must align with at least one ELO, and the Committee for Assessing Student Learning is still in the process of identifying which activities are, indeed, cocurricular, as opposed to those which are extracurricular.
Examples of activities which are clearly cocurricular, open to all students, and which address our multicultural and global society include:

- **ACCESS** – this program focuses on student persistence and completion, providing specialized support for BIPOC, LGBTQIA+, and first-generation students
- **LUCERO** – this program focuses on embracing Latino students; the acronym stands for Latinos Unidos Con Energia Respeto y Orgullo
- **Men About Progress** – a program focused on helping minority males compete their educational goals, network, and engage in community service
- **WISE** – Women Inspiring Scholarship through Empowerment is a transformative mentorship program helping participants to unlock their potential and thrive in all aspects of life

In addition, our Student Leadership Academy offers scholarships, courses, and programs for students willing to complete leadership coursework, serve on and observe campus councils and committees, and participate in community and service learning projects.

We support a variety of events which provide students and employees with opportunities to enhance their knowledge of good citizenship and the diversity of our society within a global context, including (this list is by no means conclusive):

- LCC hosted Lansing's **2023 Juneteenth celebration**
- LCC annually hosts the **2023 Humphrey Fellows luncheon**
- Our Political Science faculty host an annual **Constitution Day** event
- Social Science & Humanities faculty host an annual **Take a Stand! Sit In!** event
- The library hosts events on **Banned Books Week** and **Beyond the Book**; in partnership with the Office of Diversity and Inclusion; Beyond the Book is LCC’s **community reading program**

Recently, LCC developed an Internationalization of the Campus Strategic Plan, with three areas of focus: globalization of the campus, international student recruitment, and study abroad/study away. Steps that will be taken to implement this plan include increasing global diversity in our courses, emphasizing cross-cultural projects, developing a new **Global Fest** (to be a multi-day event), creating an international recruitment plan, establishing partnerships with other colleges that offer study abroad/away, and ensuring good communication of all these activities. Related to this plan, but already in place, is a collaboration between Health and Human Services faculty and the Job Training Center to teach an **Introduction to Health Careers for English Speakers of Other Languages** course. Students attending the pilot course were provided free tuition through a Strengthening Community Colleges grant.

To ensure students are prepared for workplace success, LCC participates in a wide variety of activities. As described in the **Annual Ends Report**, LCC identified careers in our region, with an emphasis on high-wage, high-skill, and high-demand jobs. We offer programs that align with 40 of the 72 careers that were identified. The careers that align with our programs offer significantly higher wages and experience lower turnover rates than the careers for which we do not offer training. Beyond merely providing education, LCC’s **Career and Employment Services** (CES)
staff offers one-on-one career advising on topics such preparing cover letters and resumes, interviewing skills, and job search strategies. CES holds weekly Employer Spotlights and hosts questions and answers on the College’s website in advance of the employer’s campus visits.

To further ensure that our students are **employable**, LCC focuses on (examples provided are from the classes of 2022 and 2023):

- Licensure pass rates: LCC’s overall licensure exam pass rate is 87%.
- Employment rates: 84% of students completing programs in Health and Human Services were employed in their field after graduation
- Alumni surveys: 176/217 respondents reported they are employed in their field of study within six months after graduation
- Transfer rates to four-year colleges/universities: 417/1,726 graduates had transferred to another college

As further noted in the **Local Strategic Value Resolution**, as required by the State of Michigan, LCC adheres to best practices regarding economic development and business or industry partnerships by ensuring that students are prepared for workplace success through activities such as (partial list):

- Connections with local hospitals and health care providers offering apprenticeships and Earn While You Learn projects – the latter provides an opportunity for students entering our nursing program to work at Sparrow Hospital as Patient Care Technicians up to 20 hours per week
- LCC relies heavily on advisory boards for a wide range of programs
- LCC provides hundreds of short-term training programs ranging from on-site, customized corporate training to multi-company forums for regional companies such as General Motors, the Lansing Board of Water and Light, and Consumers Energy
- The College’s Fire Academy partners with local fire departments, and the Aviation Maintenance Technology program partners with Delta Airlines
- The Small Business Development Center provides training and consulting to small business owners regarding start up, expansion, or navigating through crisis management situations

- 2. The institution’s processes and activities demonstrate inclusive and equitable treatment of diverse populations.
- 3. The institution fosters a climate of respect among all students, faculty, staff, and administrators from a range of diverse backgrounds, ideas, and perspectives.

**1.C.2./1.C.3.** As described in Core Component 2A, LCC has a series of Board policies which require all personnel to comport themselves with proper ethical and moral conduct, befitting an institution dedicated to treating all people equitably and with respect. In June 2020, the Board of Trustees unanimously approved a **Resolution Addressing Racial Injustice Through Diversity, Equity, and Inclusion**, thereby directing the President to ensure equity in law enforcement and to create and implement a collegewide **Equity Action Plan** to address racial injustice, diversify the faculty, and establish processes that will eliminate barriers to racial and social inequities. As a
consequence of the resolution regarding law enforcement, there is now a monthly public safety report, including a Citizen Contact Report, to the Board regarding the activities of LCC’s Police Department.

LCC has an active Office of Diversity and Inclusion (ODI), led by the Chief Diversity Officer, who reports directly to the President of the College. In addition to taking the lead on the Equity Action Plan, ODI operates two units dedicated to diversity, equity, and inclusion:

- **Cesar Chavez Learning Center** – the CCLC focuses on its programming and services on inclusion, access for underserved student, cultural awareness, and mentoring; the CCLC houses ACCESS, LUCERO, Men About Progress, and WISE
- **Centre for Engaged Inclusion** – the Centre is focused on education and training in diversity, equity, and inclusion; it houses the RISE Institute (Reframing Inclusion through Scholarship and Equity), Safe Zone training, continues the good work of our Chosen Name & Pronoun Initiative, maintains a Meditation Room, advocates for LCC’s Land Acknowledgement, and oversee our Cultural Committees including the Black History Committee, the Hispanic/Latinx Heritage Committee, the Wymin’s (Women’s) Collective, and the Prism Alliance

The initial Equity Action Plan: A Path Forward was developed in 2020, and continues to be implemented collegewide through the programs and activities described above. In addition, LCC supports many activities that demonstrate our commitment to inclusivity and equitable treatment, as well as our support for all marginalized people, such as (this list is by no means conclusive):

- **Courageous Conversations** – A series of public discussions aimed at serving as a bridge to undoing racism; participants included ODI personnel, law enforcement, community members, faculty, and external DEI experts
- **Help Portraits** – LCC is part of a global movement of photographers and volunteers using their time, equipment, and expertise during the holiday season to support families who don’t have access to or are unable to afford professional photography
- LCC advertises in Spanish in the multicultural magazine *Adelante Forward*
- Our Tech Forward events, which are free and open to all community members, encourage women and men of color to learn about high-wage, high-demand technical careers and trades and the programs at LCC that can get them there; this event includes a speaker, networking, and lunch is provided
- Additional DEI efforts in the Technical Careers Division are being led by their newly established DEI Committee
- The College offers free training in Mental Health First Aid
- The Learning Commons hosts a Peer Tutor Job Fair with cider and donuts
- The Adult Resource Center hosts a Holiday Family Sponsorship event
- A C3R Summit focused on our Autism-Friendly Campus initiative
- In conjunction with a local church, LCC supports HBCU College Fairs
- Career and Employment Services organizes professional clothing drives
- The LCC Foundation hosts an annual Scholarship Breakfast, where two student recipients are among the invited speakers
The Student Affairs Division organizes and supports a Pop-Up Food Pantry; the Dean of Student Affairs recently addressed the Academic Senate to discuss our ongoing efforts to address food insecurity.

LCC maintains a Veterans Memorial, and inducts honorees each year on or about Veterans Day.

LCC’s Veterans Services has been recognized by the Michigan Veteran Affairs Agency as a Gold-level status Michigan Veteran Friendly School since 2016.

Student Affairs held its second annual First-Generation College Celebration in November 2023.

The Indigenous People Awareness Committee, in collaboration with the Office of Diversity and Inclusion and others, has organized celebrations for Earth Day.

Additional plans are underway to offer students participating in ODI programs more opportunities for community service while remaining on campus. For example, to help our local homeless population, students could prepare tie blankets for children at Homeless Angels, a local shelter that serves families with children. Adult blankets could also be made, with one side being waterproof/water resistant. In addition, our students could pack kits with items such as water, snacks, personal hygiene and first aid items, washcloth/small towel, hand warmers, etc. These packs would then be distributed through local organizations such as Punks With Lunch Lansing or the City Rescue Mission of Lansing, each of which supports homeless people in our community and where some of our faculty donate their time.

LCC’s student athletes participate in community service in ways such as helping out at local road races and athletic fundraising events, the softball team helps with the annual Silver Bells parade, athletes from all LCC women sports help with Dapper Dads Sparrow Foundation for Women’s Health even, and the baseball team volunteers every Friday with KCS Angels at the Gier Community Center. In addition, volleyball team members coach in the Lansing Youth League, members of the baseball team work with youth league camps, and some teams help with blankets for the homeless.

The Health and Human Services Division (HHS) has a Recruitment and Outreach Coordinator who, among other duties, tracks community service opportunities for HHS faculty, staff, and students.

Collegewide activities and initiatives that promote inclusive, equitable, and respectful behavior on behalf of all employees at LCC include mandatory DEI training each year and the College’s adoption of the principles of Appreciative Education. Appreciative Education is the student development theory adopted by our Achieving the Dream steering committee, and is being embedded into all operations at LCC.

Criterion 1 – Summary

The Lansing Community College mission statement was developed with significant input from both internal and external stakeholders. Our mission statement is comprehensive, but still focuses
on our identity as an educational institution. The Board of Trustees reviews the mission regularly, in the Board’s Annual Ends Report. In October 2023, the Board and the President indicated their intent to review and, if appropriate, update the mission during the development of a new strategic plan. The current Strategic Plan and Academic Master Plan both stem directly from the College mission. Indeed, all that we do is guided by our mission. The mission, vision, motto, and guiding principles can be easily found on our website, via a single click from the homepage.

LCC is a public community college, with a Board of Trustees elected from within the community. Board members must follow strict conflict of interest rules which clearly state they must serve “the best interests of the community, college, and its students” above all else. The mission indicates our intent to serve the public good by going beyond merely educating our students to helping them to support “their families, and their community as engaged global citizens.” The Academic Senate is comprised of faculty, administrators, and students, and focuses on student learning. The College promotes education throughout our community by actively supporting our K-12 partners and providing both community education and workforce development and training. Extensive use of advisory committees includes members of the business and industry communities in our decision-making processes.

From the Board of Trustees resolution addressing racial injustice, through our active Office of Diversity and Inclusion, to our general education program, LCC is deeply committed to engaging with our community in ways that embrace all aspects of diversity and multiculturalism. Key components of our cocurricular programming exist within oversight of ODI, including ACCESS, LUCERO, Men About Progress, and WISE. Students in these programs are encouraged to participate in community service, and program personnel seek opportunities for them. Numerous activities that occur on campus, supported by programs across the College, demonstrate that we live this commitment every day.