

**Frederick Community College
Diversity, Equity, and Inclusion Diversity Plan
FY 2025 – 2026**

*Presented to the Board of Trustees of Frederick Community College on
June 11, 2025*

2025 – 2026 Diversity, Equity, and Inclusion Diversity Plan

Introduction

Frederick Community College (FCC) is committed to fostering an inclusive and equitable environment that supports the success and well-being of our students, faculty, and staff. FCC's strategic approach integrates equitable and inclusive practices into student support, professional development (including learning for faculty and staff on equity, inclusion and culturally responsive teaching), and assessment. The College's commitment to fostering a sense of belonging that supports student success across differences is central to the development of the 2025-2026 Diversity, Equity, Inclusion, and Belonging (DEIB) Plan.

Continuation of 2024-2025 Plan

The College's focus in the 2024-2025 DEIB Plan was to establish a transition plan to guide initiatives during the period between the conclusion of the 2019-2024 DEIB Strategic Plan and the development of a new college-wide strategic plan. Thus, last year, a one-year bridge plan was adopted that acknowledged the evolving needs of the institution, focusing on the continuous improvement of existing DEIB initiatives.

During the 2024–2025 academic year, the College underwent a year of discovery, driven by a data-informed evaluation aimed at advancing institutional improvement. This initiative was shaped in part by FCC's participation in Achieving the Dream (ATD), a national network comprising over 300 colleges across 43 states, committed to enhancing student success through evidence-based reform. ATD provides support for institutions in evaluating and refining their practices to foster more equitable outcomes, with particular attention to the critical role of advancing racial equity in achieving these goals.

Although strides were made toward fulfilling the goals of the 2024-2025 Plan, many initiatives remain in progress. The 2025-2026 Plan provides for a continuation of those initiatives still underway and the addition of new initiatives that leverage learning from the prior year's completed initiatives while the College continues to move toward completion of a new strategic plan in FY 2026. An assessment of progress on the 2024-2025 DEIB initiatives will be reported to the board in August 2025 as part of the Maryland Higher Education Commission (MHEC) Cultural Diversity Annual Progress Report required to be submitted each year by September 1st.

2025-2026 DEIB Strategic Plan

The 2025-2026 DEIB Plan (see Table 1) retains applicable goals that have guided FCC's work in DEIB over the last six years with current actions and outcomes that either seek to continue or advance the work of the prior year's bridge plan. Goal 1A advances the outcomes from last year's plan to target the most promising strategies for those student populations identified as having the greatest opportunity for improvement. Goal 2A leverages the learning from last year's work in general education competencies, and Goal 3A and 3B continues the College's efforts to meet accessibility requirements for campus communications and instructional materials.

Table 1: 2025-2026 Frederick Community College Diversity, Equity, Inclusion, and Belonging Plan		
Goals*	Actions	Desired Outcome
GOAL 1: Increase access and success for traditionally underrepresented students.	A. Develop strategies for addressing root causes of institutional performance gaps in student success among various demographic groups of students.	A. Implement, monitor, and assess strategies to determine impact on student retention and success.
GOAL 2: Prepare students for an increasingly diverse community, workforce, and world.	A. Leverage the process used to review the Cultural Competency General education requirement to begin evaluation of relevancy and currency of the general education requirements.	A. Establish a plan for review and revision of the general education competencies and evaluate alignment with career competencies.
GOAL 3: Ensure a more welcoming and inclusive learning and workplace environment for students, faculty, staff, and visitors.	A. Provide training for employees on creating campus communications that are accessible and align with federally regulated standards.	A. All campus communication on the College's website and via email will meet accessibility standards.
	B. Provide continued training and support for all faculty on creating and maintaining accessible instructional materials.	B. All course materials in the learning management system will meet accessibility standards.

Note: While not part of the 2024-2025 Diversity, Equity, Inclusion, and Belonging Plan described above, MHEC requires inclusion of the following information per these instructions:

Identify process for reporting campus-based hate crimes, as defined under Title 10, Subtitle 3 of the Criminal Law Article and consistent with federal requirements under 20 U.S.C. 1092(f), known as the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.

The process for reporting campus-based hate crimes is outlined in the College's [Hate-Bias Incident Response Protocol](#).