

Core Theme 1 – Embedding Equity, Diversity, and Inclusion

We will elevate all student, faculty, and staff experiences through equitable access to opportunities, knowledge, and resources.

Goal 1

We will embed Equity, Diversity, and Inclusion (EDI) into the organizational framework, including structures, processes, policies, and practices.

Objective 1

We will develop and incorporate an equity lens into all of the college's decision-making and resource allocation.

Objective 2

We will continue to support our students, faculty, and staff in our journey to becoming more equity-minded and trauma-informed to advance equity, diversity, inclusion, and belonging.

Objective 3

We will promote employee wellness, belonging, and growth to ensure the college remains a supportive and equitable place to work and thrive.

Core Theme 2 – Cultivating Exceptional Learning

We will encourage and challenge students to excel in a supportive teaching and learning environment.

Goal 1

We will design diverse and accessible transfer and career pathways, driven by continuous improvement and industry relevance, that support the success of all students in a rapidly changing world.

Objective 1

We will deliver credit and non-credit programs that are responsive to student, workforce, and community needs through collaboration and continuous, data-informed program review.

Objective 2

We will offer academic programs responsive to the scheduling needs of students, ensuring accessible pathways to career advancement.

Objective 3

We will expand and refine transfer pathways to ensure clear articulation and equitable, efficient student transitions into bachelor's degree programs.

Goal 2

We will foster a culture of excellence in teaching and learning - where faculty continually reflect and lead with equity to support student success.

Objective 1

We will continuously improve curriculum and instruction through ongoing faculty-led student learning outcome assessment at the course, program, and institutional levels, ensuring strategies that drive equitable student success.

Objective 2

We will integrate culturally relevant and inclusive teaching practices throughout the curriculum, fostering a sense of belonging, representation of diverse identities, and a learning environment that supports student success.

Objective 3

We will expand opportunities for undergraduate research and faculty-student collaboration to deepen student engagement, support inclusive excellence, and promote academic inquiry across disciplines.

Goal 3

We will foster a holistic approach to student success that prioritizes student belonging, engagement, and well-being.

Objective 1

We will proactively support each student's journey by closely monitoring progress and delivering timely, personalized services that are provided collaboratively by faculty and staff.

Objective 2

We will offer inclusive extra-curricular programs that foster belonging and assess learning beyond the classroom in alignment with our Institutional Learning Outcomes.

Objective 3

We will invest in accessible, safe, inclusive, and modern facilities, collaborative spaces, and emerging technologies to create dynamic learning environments that prepare students to thrive in a rapidly evolving workforce.

Core Theme 3 – Strengthening Community Partnerships

The College and the community will thrive from intentionally sustained community partnerships.

Goal 1

We will cultivate intentional and meaningful partnerships that expand opportunity and support student success from college entry to career and future aspirations.

Objective 1

We will deepen collaboration with schools, community organizations, Tribal Nations, and employers to create clear, inclusive pathways into our programs.

Objective 2

We will build purposeful partnerships that provide internships, clinical experiences, and other applied learning opportunities that connect students to their future careers, transfer goals, and professional communities.

Objective 3

We will expand global partnerships and equitable study abroad opportunities that foster cultural exchange, faculty collaboration, and intercultural learning for student success.

Goal 2

We will serve our community through partnerships that enrich cultural vitality, advance shared growth, and create opportunities that strengthen our region.

Objective 1

We will engage our broader community through accessible and dynamic arts, athletics, and civic programming that reflects and celebrates our shared values and culture.

Objective 2

We will build and sustain a comprehensive alumni network, enabling ongoing engagement that celebrates our graduates' success and advances mentorship, giving, and advocacy.

Core Theme 4 – Enhancing Institutional Vitality

We will cultivate institutional resilience and relevance through innovation, fiscal stewardship, and sustainable practices that position Tacoma Community College as an anchor institution in an evolving educational landscape.

Goal 1

We will critically analyze and assess the impact of the use of emerging technologies, such as artificial intelligence (AI), in a variety of settings.

Objective 1

We will develop clear policies, governance structures, and Information Technology structures to guide the ethical, transparent, and equitable approaches to AI across the institution.

Objective 2

We will equip faculty, staff, and students with skills to critically assess, evaluate, and make informed decisions about the use of emerging technologies.

Goal 2

We will lead with sustainable practices that promote environmental responsibility.

Objective 1

We will expand and strengthen environmentally sustainable operations and infrastructure.

Objective 2

We will advance environmental sustainability in academic and co-curricular experiences to foster awareness, responsibility, and action among students.

Goal 3

We will ensure long-term fiscal health and seek to increase alternative funding sources.

Objective 1

We will align financial planning with institutional priorities and long-term fiscal sustainability.

Objective 2

We will develop strategic partnerships, enhance auxiliary services, and expand fundraising efforts to diversify revenue streams.