

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

WSC provides activities and organizations to further develop students' social, cultural, and interpersonal skills. Students are encouraged to participate in various on-campus activities, organizations, and clubs to reinforce lessons they have learned in the classroom and apply academic skills to lived experiences.

Students at WSC are engaged in campus life to enhance their time at the college and practice the skills they have learned in their classes. For example, students participate in Diversity Week activities each April; in April 2024, students watched movies and discussed concepts of diversity within those movies; in earlier years, students held a Taste of Cultures event where students created a dish specific to their national heritage and provided information placards for the food and culture of each dish. Each year, WSC hosts an Earth Day clean-up event, and students walk the grounds of campus to clean litter and debris from the grounds and discuss ecological conservation. WSC's music instructors have conducted for the Williston Municipal Band during the summer in a local park while also using WSC as a practice space, and these instructors have participated in joint choir and orchestra performances; music instructors also offer on-campus performances with the choir and orchestra near end of each semester, such as the annual holiday concert or performances at spring commencement ceremonies.

WSC students are often found engaging with the community and state in various ways. The Teton athletic teams often volunteer to set up community events, including

[Summer Nights on Main](#), and also visit area elementary schools to read to children. Phi Theta Kappa, WSC's honor society club, hosts fundraising events on campus so members can travel to state conferences and awards banquets. PTK members also organize donation events, such as their [annual holiday "Giving Tree" event](#) and, most recently, a nurses' appreciation gift drive. Future Business Leaders of America (FBLA) recently developed a collegiate sector, and WSC students quickly took the opportunity to form a club on campus; students made an impact at the local level, but they also won awards at the [state competition](#). As a community college, WSC students are given ample opportunities to engage with the community and the state to prepare them for workplace success.

Students also participate in cocurricular events to help prepare them for workplace success. The Student Nurses Organization helps organize a community [Health and Wellness Fair](#) each year to offer health education through healthcare providers such as the Upper Missouri District Health Unit, ND Navigators, G & G Pharmacy, Relay for Life, NDSU Extension, and more. Nursing students must also complete clinicals with area healthcare providers and community services, such as CHI St. Alexius hospital, Bethel Lutheran Nursing & Rehabilitation Center, Chatter, Fairlight Medical Center, Great Plains Women's Health Center, and others. [Massage therapy](#) students also complete 100 hours of supervised or unsupervised clinical hours to fulfill program requirements on their way to earning state credentials in the field. Agriculture students do several field trips throughout the year to provide them hands-on experiences; some experiences are lab-based, such as going to pastures to perform ecosystem evaluations or artificial insemination of livestock, and other field trips tour extension centers or livestock operations. Providing opportunities for experiential learning in these programs gives students a better look at what workplace skills will be necessary for their future careers.

In addition to community outreach and workplace success experiences, WSC offers students education regarding civic engagement. The college offers two political science courses, [POLS 115: American Government](#) and [POLS 116: State & Local Government](#); specifically to POLS 116, students are required to attend local government meetings and take a field trip to the state capitol. Students can also join two groups on campus, Student Senate and the Teton Activity Board, to have a voice in campus policy changes and student events. These opportunities allow students to think beyond themselves and understand how to be informed citizens.

For a full list of cocurricular and extracurricular clubs and organizations, please see the [Get Involved](#) webpage of the WSC website.

WSC requires that all Associate in Arts and Associate in Science students take classes that enhance their knowledge of diversity. One of the four institutional outcomes reads, "Students will demonstrate knowledge of diversity cultures and value systems." This ensures that all students who attain associate degrees in these programs get experience communicating with diverse groups of people, discussing the impact of diversity in workplace and community settings, and knowledge of value systems that may invite reflection on their own beliefs.

1.C.2. The institution's processes and activities demonstrate inclusive and equitable treatment of diverse populations.

WSC provides an inclusive and equitable learning environment for all its students. The college is an open enrollment institution and ensures that all students have equitable access to educational opportunities, resources, and extracurricular activities. For those students who are not yet college ready, several academic supports are in place; for example, students who do not have ACT scores that suggest they are ready for college-level writing courses, the college offers [ASC 087: College Writing Prep](#) to build writing skills for success in ENGL 110: College Composition I. [Academic resources](#) are also in place for students needing extra help, such as the Communication Lab, the Math Lab, the [Learning Commons](#), and online tutoring tools. A full view of student population data can be found in [previous IPEDS reports](#) (Integrated Postsecondary Education Data Systems).

Scholarships are a major factor in WSC's inclusive and equitable treatment of students. The [Williams County Regional Scholarship](#) provides two years of tuition to students who graduate from high schools or earn GEDs in western North Dakota and eastern Montana. More [scholarship and tuition waiver opportunities](#) are available to students based on financial need and cultural diversity. These scholarships and tuition waivers allow all students to attend WSC no matter their financial needs.

WSC also ensures inclusivity and equity in its employment processes. WSC is an [Equal Opportunity/Affirmative Action employer](#); all qualified applicants receive equal consideration when applying for a specific job posting. The college also utilizes a [Notice of Non-Discrimination](#) in its hiring practices.

WSC has also increased campus programming regarding mental health awareness. The college offers [counseling services](#) with referrals to area mental health providers. Employees and students also participated in the [Green Bandana Project](#) to raise awareness of mental health services and suicide prevention. Each September, WSC employees and students take part in an event to raise suicide prevention awareness and donate money to the [Out of the Darkness organization](#). April is autism awareness month; WSC created an [autism awareness video](#) that included faculty, staff, administrators, and students, and the Vice President for Academic Affairs, Dr. Zahi Atallah, hosted an event where he spoke about his experiences with autism and how WSC could support autistic students and autistic people in general. Mental health has been and continues to be a concern with college students, and WSC provides campus programming to support students in inclusive and equitable ways. Moreover, starting Fall 2024, WSC will host students with varying abilities from Williston High School who are between 18 and 21 years

of age on campus. These individuals will be fully integrated within the institution. Additionally, their peer mentors who provide support will receive college credit for their work with disabled students.

Several trainings for WSC employees and students also build an inclusive environment. First, [Safe Zone training](#) offers three levels of information, discussion, and reflection about becoming an ally to members of the LGBTQ+ community; employees and students who complete all three levels of training may display a WSC Safe Zone sticker on their office door to mark their area as a safe zone to discuss any issues they may be facing. Second, [Community of Respect](#) training provides a more generalized approach to inclusion by discussing inclusivity in broad terms; it highlights topics such as age, race, ethnicity, gender and sexuality, sexual orientation, and socioeconomic status. This gives employees and students more opportunities to learn about diversity on campus and in their community during in-service weeks and later in the school year.

1.C.3. The institution fosters a climate of respect among all students, faculty, staff and administrators from a range of diverse backgrounds, ideas and perspectives.

WSC provides a climate of respect for faculty and students by ensuring academic freedom. According to [WSC Policy 401.1: Academic Freedom](#), faculty and students are protected in their intellectual pursuits. This creates an atmosphere of curiosity across campus, and dissenting perspectives are approached with respect. Academic freedom is also protected for faculty in [WSC Policy 605.1: Academic Freedom and Tenure](#). This is echoed in policies created by the North Dakota State Board of Higher Education, wherein faculty who have earned tenure are guaranteed academic freedom within their discipline to conduct research and publish their ideas as they relate to their academic duties at the college.

[WSC's shared-governance model](#) also allows for respectful exchange of ideas among campus entities. Staff Senate represents the non-instructional employees of the college, Faculty Senate and Faculty Council share the faculty's perspectives, and Student Senate allows students to discuss campus operations. There is a spirit of collegiality and cooperation throughout these various groups as they collaborate with Executive Cabinet to create or amend campus policies and procedures. By using this shared-governance structure, all employees and students can have a voice in the discussion of campus operations.

The college also promotes diversity and inclusivity in the physical areas of campus. Several [newly installed monuments](#) present various stages in North Dakota's history; as examples, "The Driller" represents North Dakota's first attempts at fossil fuel recovery, and "The Rancher" is an homage to the farming and ranching industries of western North Dakota. WSC was also [recently recognized as "Infant Friendly"](#) by the North Dakota Health and Human Services Department; the college adopted a breastfeeding policy and provided a convenient, sanitary, safe, and private location (other than a restroom) to breastfeed or express breast milk. Executive Cabinet recently created WSC Policy 607.42 Faculty Parental Leave Benefit Policy to be inclusive of new parents. The inclusion of these statues, the private lactation space, and the parental leave policy show WSC's commitment to diversity and inclusivity.

This commitment to diversity centers on WSC's recognition of indigenous people. On October 10, 2022, the college celebrated [Indigenous People's Day](#) and provides programming relating to indigenous people's history and current events. In 2010, WSC started a Diversity Committee, which transformed into the Diversity, Equity and Inclusion Committee; now, it has further developed into the Social Justice, Equity, Diversity, and Inclusion Committee. This committee felt that WSC needed a [land acknowledgement statement](#) to pay respect to those indigenous peoples who came before us in the state of North Dakota; a subcommittee was formed to develop that land acknowledgement statement, and it was formally approved in the spring of 2021.

As a celebration of diversity, WSC has hosted Diversity Week in April for several years. Programming for this week is primarily driven by the student-led Diversity Club, which explores different areas of diversity including topics of socioeconomic status, citizenship, race, ethnicity, gender, and sex. Past Diversity Week activities have included movie viewing and diversity discussion, pamphlets and infographics, LGBTQ+ awareness and discussion, and more. One of the biggest events is the Taste of Cultures event, wherein students present popular food items and recipes from around the world and provide information about different cultures across the globe. Diversity Week is the centerpiece of WSC's commitment to diversity and inclusivity on campus. Diversity Week events and other Student Life events are available in the [Student Life planning calendar document](#).

Sources

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