

(II) THE REPORT SUBMITTED TO THE COMMISSION UNDER SUBPARAGRAPH (I) OF THIS PARAGRAPH SHALL INCLUDE AN ANALYSIS OF ~~THE~~ THE;

~~1. THE BEST PRACTICES USED BY NONPUBLIC INSTITUTIONS OF HIGHER EDUCATION TO PROMOTE AND ENHANCE CULTURAL DIVERSITY ON THEIR CAMPUSES; AND~~

~~2. WHETHER THE ENHANCEMENT OF CULTURAL DIVERSITY HAS IMPROVED THE RETENTION AND GRADUATION RATE OF A CULTURALLY DIVERSE STUDENT BODY.~~

11-406.

(A) IN THIS SECTION, "CULTURAL DIVERSITY" MEANS THE VARIETY OF CHARACTERISTICS AND EXPERIENCES THAT DEFINE AN INDIVIDUAL, INCLUDING THE PRIMARY DIMENSIONS OF RACE, ETHNICITY, GENDER, AGE, RELIGION, DISABILITY, AND SEXUAL ORIENTATION AND THE SECONDARY DIMENSIONS OF COMMUNICATION STYLE, WORK STYLE, ORGANIZATIONAL ROLE AND LEVEL, ECONOMIC STATUS, AND GEOGRAPHIC ORIGIN INCLUSION OF THOSE RACIAL AND ETHNIC GROUPS AND INDIVIDUALS THAT ARE OR HAVE BEEN UNDERREPRESENTED IN HIGHER EDUCATION.

(B) (1) (I) EACH PUBLIC INSTITUTION OF HIGHER EDUCATION IN THE STATE SHALL DEVELOP AND IMPLEMENT A PLAN FOR A PROGRAM OF CULTURAL DIVERSITY.

(II) IF AN INSTITUTION OF HIGHER EDUCATION ALREADY HAS A PROGRAM OF CULTURAL DIVERSITY, THE INSTITUTION OF HIGHER EDUCATION SHALL DEVELOP AND IMPLEMENT A PLAN FOR IMPROVING THE PROGRAM.

(III) A PLAN DEVELOPED AND IMPLEMENTED UNDER THIS SUBSECTION SHALL INCLUDE AN IMPLEMENTATION STRATEGY AND A TIMELINE FOR MEETING GOALS WITHIN THE PLAN.

(2) A PLAN DEVELOPED UNDER PARAGRAPH (1) OF THIS SUBSECTION SHALL INCLUDE:

(I) A DESCRIPTION OF THE WAY THE INSTITUTION ADDRESSES CULTURAL DIVERSITY AMONG ITS STUDENT, FACULTY, AND STAFF POPULATIONS;