



# Northwest Passages

Volume 10, No. 2

Northwest Community College

October 1996

## COLLEGE SERVICES

(604) 635-6511

FAX: (604) 638-5461

PRESIDENT

PRESIDENT'S ASSISTANT

COLLEGE BOARD REP

VICE-PRESIDENT, ADMIN.

BURSAR

EDUCATIONAL &

STUDENT SERVICES

(604) 635-6511

FAX: (604) 635-3511

PERSONNEL

FINANCIAL SERVICES

PROGRAM SUPPORT &

DEVELOPMENT

REGISTRAR'S OFFICE

## STAFF CHANGES

*Clive Hall*, recently left on a six month leave to Wales. Clive will be returning March/97. In Clive's absence *Sheila McDonald* will be *Acting Director, Southern Region*.

*Maria Raposo*, part-time *ESL Instructor*, Kitimat retired this Fall. Maria was one of the first instructors hired in this program.

*Michael Tugwood* fills the temporary position *Registration/Cashier*, Terrace.

*Ian MacLean* is now teaching *ABE* in Prince Rupert.

*Kaarlene Lindsay* has been hired as *Facilitator for Career Development, Assisted Job Search and Employment Skills*, Prince Rupert.

*Emilia McConville* has been temporarily promoted to *Program Officer, Extension Services*, and *Sonja Chambers* to *Administrative Assistant* (Emilia's position), Prince Rupert.

*Kelley Beadman* is Smithers new part-time *Instructor Aide* in the Business program.

*Oops - we made an error! September Northwest Passages* we stated *Stella Webster* as an *instructor* in the Applied Technology program, Kitimat when in fact Stella not only instructs she also is the *Co-ordinator*.

*and....*

*Debbie Mae Taylor* is only instructing part-time in the Applied Technology program. She is a regular instructor in the *Office Technology program*.

*Please accept our apology.*

## Inside

.....

*Central Region - P. 1*

*Eastern Region - P. 3*

*Western Region - P. 5*

*Safer Campuses - P. 7*

*Board Adopts NEW*

*Mission/Values - P. 9/10*



## northwest Passages

**Help us keep  
you informed!**

**Submission deadline  
1st Friday in the month**

Deliver contributions by  
hand, internal mail or  
FAX: 638-5461

to:

**Carol Reynolds  
College Services**

*Northwest Passages* is produced  
monthly, with the exception of July  
and August.

# CENTRAL REGION

## TERRACE

PHONE (604) 635-6511  
FAX: (604) 638-5432

## NASS

PHONE (604) 633-2292  
FAX: (604) 633-2463

### 3RD ANNUAL ECE CONFERENCE ANOTHER GREAT SUCCESS!

Northwest Community College was the site of the 3rd annual ECE conference, Saturday, September 28th. The conference has been made possible due to the collaborative efforts of the ECE department, the Child Care Support Program and the local branch of the Early Childhood Educators of BC.

This year workshops provided professional development for caregivers from Family Daycares, Group care providers and individuals interested in the care of After-school aged children.

Local vendors lined the halls of the Trades building, plying their wares to the more than 80 participants from the far flung reaches of the Northwest.

The College cafeteria staff served a great lunch and Marc Battle, the new ECE instructor on the block, provided rousing participatory songs for the group.

- Rosemaire Goodwin,  
ECE Co-ordinator



## TERRACE CHILD CARE CENTRE NEEDS PLAYGROUND EQUIPMENT FOR THE CHILDREN

Child Care Centre staff are organizing a CHRISTMAS BAZAAR and need donations such as baking, preserves, crafts, Christmas decorations, or any creative items you make and wish to donate.

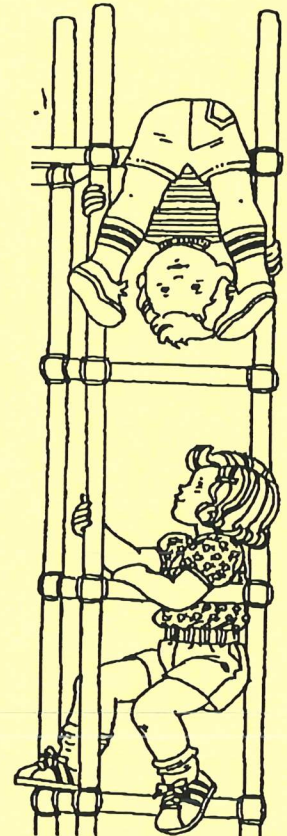
**DONATIONS, and/or  
HELP offered during  
BAZAAR DAY will be  
greatly appreciated.**

**Saturday, November 30th  
10 am - 3 pm  
Room 2001-2002**

**Northwest Community College, Terrace**

Donations can be dropped off, or put through the internal mail to the Terrace Campus Child Care Centre.

If you require more information you can contact any of the Child Care staff, Terry Walker, Saroj Sharma, Barb Steinbrenner or Mary McNeice at 638-5404.



# EASTERN REGION

## HOUSTON

"The Learning Centre"

PHONE (604) 845-7266

FAX: (604) 845-3521

## SMITHERS

PHONE (604) 847-4461

FAX: (604) 847-4568

## STEWART

PHONE (604) 636-9184

FAX: (604) 636-2770

## THE HAZELTONS

PHONE (604) 842-5291

FAX: (604) 842-5813

## CHINESE CULTURE

*Part 2 - Continued from September Newsletter - Harold Reedy's trip to China.*

Chinese culture and customs are significantly different than European or North American. These customs have been developed over a significant period of time and most can be traced back to the philosophies/religions of Confucianism, Taoism and Buddhism.

### Confucianism Philosophy (500BC)

A philosopher set out five basic relationships that defined everyone's place in society. They were the relationships between ruler and subject, parent and child, husband and wife, older brother and younger brother as well as friend and friend. The purpose of these five relationships was to place order in society. Today women are in charge of the family, man is in charge of society. Women are slowly gaining equality in the business world today.

### Taoism Philosophy & Religion (300 BC)

Teaches that a person should withdraw from everyday life and live in harmony with nature. The symbol of Taoism is called Tai Chi which describes the Yin and Yang (positive-negative, light-dark, male-female) of things.

### Buddhism Religion (300 AD)

Buddhism teaches that life is suffering. It also teaches reincarnation.

The four noble truths taught:

1. In life, suffering abounds,
2. Suffering is caused by desire-ego,
3. The cure lies in overcoming selfish craving,
4. The cure can be accomplished by following the Eightfold Path.

The Eightfold Path

1. right knowledge
2. right motives
3. right speech
4. right action (do not steal, kill, etc.)
5. right occupation
6. right perseverance
7. right awareness (of self and the world)
8. right absorption (deliverance of self into the infinite - this is called Nirvana)

### *Some of the interesting business culture differences:*

a) the importance of guanxi and mianzi

Guanxi (relationship or connection) is to work with friends, not strangers. All business discussions will be within the context of the relationship or friendship developed. In the absence of good connections there is no chance of meeting the key people who have the power to do business with you. These connections/relationships must be built before business can be conducted. This relationship is reciprocal; each party is obligated to the other. This obligation can take many forms - resolve disputes, provide introductions, etc.

Mianzi (face) is to ensure that no one loses face, especially in public.

b) the importance of group decisions over individualism.

'Unity is Power'. This applies to business, family, politics, and the work unit. However, a group's representative has the authority to make decisions and the group will stand behind the representative's decision. The Chinese need for harmony and the related need to control anger are supported by the expression that Chinese believe in 'talk less and work more'. One must never show anger or they will lose face (mianzi). Decision making is also very top down; rank as in Confucianism allows the head of the family or government to establish rules and everyone must follow.

Banquets: The host or head ranking person sits facing the entrance door of the room, the principal guest is seated to the right of the host. One should never eat until the host commences eating. Drinking begins when the host offers a toast to the guests. Normally there is much toasting between those around the table. Toasting is done with shot glasses of raw whiskey and the glass should be drained at each

toast if you wish to show genuine friendship and honour the toast. A package of cigarettes is placed at each place setting, smoking is another way of showing friendship and building of relationships between people. People normally do not entertain within their homes, they go out to restaurants, karaoke bars, etc. Banquets normally seat 10 people around a round table. There are usually three waitresses who ensure that everyone's toasting glass and drinking glass are refilled even if they are still 2/3rds full. The meal includes about 20 different plates of food. Many dishes are covered in hot chili peppers. Most food plates are unrecognizable to the eye of the North American who has no idea what they are eating. Chinese food in the western world bears no resemblance to Chinese food served in China. The host, to be courteous, always orders 50% more food than is possible to eat. One must leave food on your plate at the end of the meal to show you have been satisfied with the quantity. This custom of wasting food appears foolish, but is probably only practiced when entertaining guests. High government officials are paid approximately 600 Yuan per month (\$100 Cdn.) They also receive free housing, care and chauffeur, etc. Consequently, by entertaining with a government expense account, government officials can eat very well and enjoy other forms of entertainment. My interpreter indicated that her family could only afford to eat meat one or two meals per week; the banquets were a feast for her.

**Gift Giving:** It is appropriate for visitors to host the final banquet and to also give small gifts to your business counterparts at the end of the visit as a way of saying thank you. Business is usually done over several days to enable a relationship to be developed. The Chinese are very hospitable and generous. When sending you off, they always accompany you to the plane or train and pack your bag as far as possible, even at midnight. They pay as many expenses as they possibly can to show their sincerity and friendship to you. I have never been so graciously hosted in my life by what first appeared to be strangers, now life long friends.

*Interested readers can contact Harold to get more detailed information. Tel. 847-3671 (H).*

*- Harold Reedy, Forest Technology Instructor*

*Look forward to "Harold's Travel Tips for Independent Travelers." in the November issue of Northwest Passages.*

## **World Indigenous Peoples Conference: Education**

In June I was fortunate to attend the "1996 World Indigenous Peoples Conference: Education" which was held in Albuquerque, New Mexico. This conference brings together Indigenous people from all over the world who are involved in the field of education, from early childhood to graduate studies. This conference takes place every three years. The three previous gatherings were held in Vancouver in '87, New Zealand in '90 and Australia in '93.

The conference took place over five days, with as many as 80 workshops to choose from daily, as well as cultural presentations in the

evenings. The workshops that I found the most valuable were:

*"Integrating Indigenous Knowledge, Ways of Knowing and World Views into the Educational System."*

*"Ho'oponopono: Native Hawaiian Peacemaking Process."*

*"The Four Worlds/CSSP Human and Community Development Leadership Program: A Case Study of an Alternative Approach to Accredited Training for Indigenous Communities."*

*"Non-indigenous Involvement in Indigenous Research."*

*"The Power of Native Myths and Legends: Using the Oral Tradition to Develop Self Esteem."*

*"Indigenous Knowledge and Non-indigenous Identities."*

I also had the pleasure of presenting a workshop on "Native Education and Healing: Working Together to Support Learning". It was exciting for me to have the opportunity to make this presentation in such a setting.

The conference was a learning experience, an opportunity to share my thoughts, a chance to reconnect with old friends and make new ones. If anyone would like more information please let me know. I have a booklet of Workshop Abstracts and Presenter Information and handouts from some of the workshops. I can be reached at the Smithers Centre, Ext. 5804.

*- Ross Hoffman  
Education & Career Support*

## STUDENT/STAFF ORIENTATION AT SMITHERS CAMPUS WELL ATTENDED

After an August of unspeakable weather, the sun shone brilliantly for our official student/staff welcome and barbecue. Ross Hoffman organized some great group activities for staff and students -- it was especially fun to watch the teams of blindfolded students struggle to set up tents they hadn't seen under the direction of one student who was not blindfolded. CRW (Community Resource Worker) instructors, Bev Clifton-Percival and Ted Eberle did a magnificent job of barbecuing the burgers and staff supplied salads and desserts. We also ran college tours, a library orientation, student loan workshop, and gave students and new staff a general introduction to the services the college provides. The students had to tie it all together to take part in a treasure hunt for great college prizes. Winners were Theresa LaPalme, Kristal Grenkie and Clement Nole. Congratulations!

- Sheila Peters,  
Education Advisor

## HOUSTON HAPPENINGS

Who was it that said that summertime was supposed to bring a decrease of activity within the centre? The staff of "The Learning Centre" was as busy, if not busier, than any other time of year. The summer students held the Kids Computer Camps, which again were a big success. Added to the courses was Basic Internet training for adults, unfortunately it was scheduled during the only week the sun was shining. There were a few participants but not what we had expected. All the partners got together and put a booth in the Discover Houston Trade Show. Although the numbers at the show itself were down the booth was quite busy with people asking about the different services available from each of the partners. And, last but not least - what started as a simple Centre awareness day where people from the community could come visit, wander through the Centre, use the computers and hopefully sign up for some classes, turned into the entire street closing and all businesses setting up booths. We called it "14th Streetfest" and a fest it was. It had everything - jousting demonstrations, Spanish dancers, community singers and ethnic food. For the kids there was a scavenger hunt, fishing pond, kissing booth and pin the tail on the donkey. An entire Saturday was chalk full of fun and prizes for all age groups.

Bringing us to September - a warm welcome to Terri Stewart who has returned as the Educational Advisor, Jeannie Johnson returning as our Student Success Co-ordinator and new staff members, Jeannie Kehler working in the front office and Sharron Benson was the successful candidate for the Educational and Career Support Specialist position. Natural Resource Management and CCP are underway, The Skills Centre is offering courses through the Satellite as well as upgrading for the mill workers, The Storefront School is at maximum enrolment and Houston Link to Learning is preparing for their Fall programming. We would also like to welcome all new and returning students to The Learning Centre.

- Patty Bruce, Cashier/Reception

## WESTERN REGION

### PRINCE RUPERT

PHONE (604) 624-6054

FAX: (604) 624-4920

### QUEEN CHARLOTTE ISLANDS

#### QUEEN CHARLOTTE CITY

PHONE (604) 559-8222

FAX: (604) 559-8219

### MASSET

PHONE (604) 626-3627

FAX: (604) 626-3699

## PRINCE RUPERT CAMPUS OFFERS FREE EVENING LECTURE SERIES

Lectures are offered once a month and anyone interested in attending are asked to sign up at the Front Desk.

Fall term lectures include:

### SCHINDLER'S LIST: FACT OR FICTION

October 30th  
Hondo Arendt

### PERCEPTION

November 26th  
Tirso Morales

## GOING-ONS IN EXTENSION SERVICES

It has been a busy Fall for Extension Services in Prince Rupert.

*First, lets introduce Prince Rupert's Extension Services staff:*

*Melanie Brown*, Career Development Instructor, Ext. 5713

*Dawn Dalley*, Employability Skills Instructor, Ext. 5721

*Corrine Desgagne*, UFAWU Program Facilitation, Ext. ?

*Kathy Gomez*, Assisted Job Search Instructor, Ext. 5713

*Kaarlene Lindsay*, Support Worker, Assisted Job Search, Starting Points, Career Development & Employability Facilitator, Ext. 5713

*Emilia McConville*, Program Assistant, Ext. 5728

*Ellen Roberts*, Career Development Instructor, Ext. 5713

*Debbie Stava*, Co-ordinator, Ext. 5707

Extension Services offers a wide variety of courses. Listed below is just a sampling of these offerings.

### Starting Points

This course is designed to help income assistance clients at the first stage in the development of a realistic action/career plan. To do this, income assistance recipients participate in two half day group sessions. Some of the topics covered are:

Identify and Assess Employment Barriers/Challenges  
Identify Assets/Strengths to Overcome Barriers/Challenges  
Exploring Participants Options/Charting a Course of Action  
Commitment to Plan of Action to Achieve Employment Goal

### Career Development

Starting Points graduates referred to the Career Development program will work to develop their career planning skills, identify and overcome personal/social barriers to employment, and establish a realistic and achievable career plan. Some of the topics will include;  
Budgeting - Resume Writing - Communication Skills - Study Skills

### Assisted Job Search Strategies

This program focuses on the individual strengths and abilities of each participant in order to develop appropriate and achievable employment goals. Once the participants cover the initial assessment phase they may participate in workshops such as:

Career & Education Planning      Resume Writing  
Self-Employment Exploration      Job Search/Maintenance Skills

### Employability Skills

This program has been designed to provide access to skills training opportunities designed to meet the diverse needs of the participants. The program begins with an introductory Common Core before each participant moves into their chosen area of specialization, such as:  
Retail Sales      Transportation Training      Shipping/Receiving  
Tourism & Hospitality      Front Line Personnel

### Accounting Technologist

This is an on-going contract with North Coast Tribal Council which started in October 1994 and is scheduled to run until June 1997. The

purpose of this program in financial management is to provide employees of First Nations communities with continuous upgrading of their financial management skills. As self government is a priority, these skills will ensure the First Nations communities and their employees are fully qualified in current financial management methods and technology. In these remote communities there are no other qualified replacement personnel. The program will also ensure that participants will be qualified to write the Associate Accounting Technology comprehensive exam to achieve their diploma. Because the courses will be taught using NWCC curriculum, the participants will obtain Certified general Accounting credits.

### Literacy Skills for Shoreworkers

This contract will be delivered in partnership with the United Fishermen and Allied Workers' Union. This training is designed to provide participants with basic relevant occupational literacy skills. Components include: Literacy Tutor Training; Computer Literacy Training; Math/English Upgrading; and Office Literacy Training.

### Introduction to Oxygen & Acetylene (Safety & Cutting)

This contract with Skeena Cellulose is scheduled to run in October with 100 Skeena employees participating. The main focus will be safety.

### Coastal Eco-Adventure Tourism

Letters/surveys have gone to associations, band offices and city council looking for support for delivery of the program in this region.

- Emilia McConville  
Program Assistant

---

# SAFER CAMPUSES NEWSLETTER

---

October 1996

---

## Words That Count Women In!

Language can both reflect and shape the way people are treated in our society. It can be used to open doors when it is gender inclusive, or to create barriers when it is not.

Bias free language is effective language. A number of studies demonstrate that an audience is more likely to "get the message", and to remember information, when inclusive language is used.

Some may ask:

### *What difference does it make?*

Study after study shows that biased language is **fuzzy language**. When they read the words "man" or "he", people of all ages tend to picture males.



### *Why do you want to rewrite the English Language?*

No one is rewriting the language. Rather, the language is evolving to keep pace with the times, as it has done since the days of the troubadours. The Simpsons don't speak like the Capulets and the Montagues. And just look at the new words that have flooded dictionaries since the 60's: preppy, tofu, quark, hacker, sunblocker, flextime... the list goes on. These words exist because they meet a need. Similarly, other words have gone the way of spats and corsets. You hardly ever hear the term "authoress" these days, and "doctress" is all but forgotten. Yet as recently as the 20's, famed lexicographer H.W. Fowler defended

"singeress" and "teacheress". Fowler worried that without specialized terms to distinguish them, upstart professional women might be confused with the real experts - their male counterparts.

### *Why do they have to replace words with ridiculous ones?*

Sceptics heap scorn on "chair", a frontrunner to replace "Chairman". A chair, they insist, is a piece of furniture, not a person. In fact, the Oxford English Dictionary dates 1659 as the first use of "chair" in its contested sense. "Chairman" entered the language just four years earlier.

Granted, "**manhole cover**" may sound more natural to many of us than the non-biased alternative, "sewer cover." But, that's just because the term is new. To our grandchildren's generation, "manhole cover" will likely seem downright quaint.

Wags have dreamed up some undeniably ridiculous words in an effort to lampoon inclusive language. By replacing "man" with "person" wherever it appears, they've used such clunkers as "personipulate" and "Personitoba". In fact, "manipulate" and "manacle" are here to stay because their root is not "man" but the Latin for hand, manus.

Reprinted from "Words That Count Women Out/In" (2<sup>nd</sup> Edition), Ontario Women's Directorate, 1993. All emphasis added.

**WORDS TO THE WISE GLOSSARY**

**non-inclusive    inclusive**

bad guy	villain/rogue
brotherhood	kinship/community
businessman	professional/business person
common man	average person/common person
con man	con artist
craftsman	artisan
fisherman	fisher/fishing crew
ferryman	ferry operator
handyman	do-it-yourselfer
harbor master	harbor chief
journeyman	trade worker
ladylike	courteous/cultured
lineman	line worker
longshoreman	shorehand/dockhand
mailman	letter carrier/ mail carrier
man (verb)	staff/run/operate
man-made	artificial/machine made/synthetic
manpower	staff/personnel/workforce
mother nature	nature
mother tongue	first language
policeman	police officer
repairman	repairer/technician
rise of man	rise of civilization
seamstress	tailor/dressmaker/alterationist
saleslady/man	sales clerk/sales agent
sportsmanlike	sporting/fair/team-spirited
watchman	security guard
workmanship	craft/skill/artisanship

♂♂♀♀♂♂♀♀ ♂♂♀♀♂♂♀♀ ♂♂♀♀♂♂♀♀

**GAY AND LESBIAN CAUCUS**

This caucus will meet in October. Individuals who are interested in participating should contact Elizabeth Snyder at local 5237.

♂♂♀♀♂♂♀♀ ♂♂♀♀♂♂♀♀ ♂♂♀♀♂♂♀♀

**WOMEN'S HISTORY MONTH**

October is Women's History Month and in celebration, Safer Campuses offers the following bits of Canadian History:

- In 1929 women were recognized as 'persons'
- In 1955 married women could work for the federal government
- In 1969 Birth Control information could be disseminated legally
- In 1973 the first women's shelters opened in Canada
- In 1974 women were accepted into the RCMP
- In 1982 Bertha Wilson was appointed to the Supreme Court
- In 1985 the Indian Act was amended so that all First Nations women had full status
- In 1992 consent was legally defined, putting the onus on the defendant in cases of sexual assault

Women's History is about the acts of individual women, groups of women and the women's movement. Take an opportunity this month to share a part of the history of women in your family with a friend, a partner, or a co-worker. Celebrate!

**In Next Month's Newsletter...**

- Information on Self Defense Programs for Women (free for Staff and Students)
- Synopsis of New Books in the LRC from Safer Campuses
- Information on December 6<sup>th</sup> Events



## SERVICES FOR STUDENTS WITH DISABILITIES

The purpose of this service is to ensure that a student with a disability will not encounter barriers which will prevent them from being successful in their studies.

**Types of Barriers** are;  
**ability related** i.e. mobility, visual, hearing, learning, etc.  
**environmental** i.e. physical accessibility  
**attitudinal** i.e. those attitudes which do not support, welcome and encourage a student.

*If you have any questions or if you know of a student who could benefit from this service please call Elizabeth Snyder, Ext. 5237.*

### KEY DATES TO NOTE!

October 22

Advisory Committee Meeting

November

Disability Awareness Month

## College Board Adopts new Mission, Values and Operating Principles for Northwest Community College

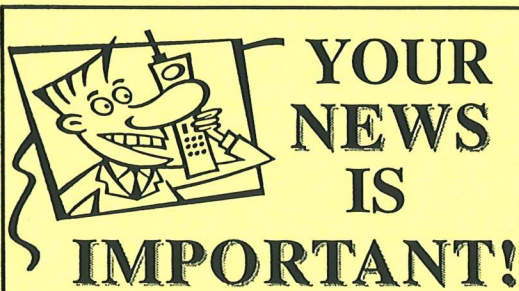
In September of 1995 the College embarked upon a process for strategic planning. Included in the process was a review of the Mission Statement and Operating Principles. The expected result of the review would be a confirmation of what was currently in place or a revised Mission Statement and set of Operating Principles. The Committee's mandate for determining the result was to encourage and actively seek participation and feedback from all stakeholders. A series of activities that involved community forums, regional, Centre and department meetings as well as solicitation for individual feedback in the form of surveys began. The Steering Committee then utilized that feedback in the formulation of a revised Mission Statement and set of Operating Principles. Again, this information was sent out to all groups for their input and further revisions were made according to suggestions and comments received. When the Committee was satisfied that the revisions represented the thoughts and feelings of those who participated, a draft was presented to the Board of Governors.

At its June 22, 1996 meeting the Board approved the adoption of the revised Mission Statement and Operating Principles as submitted by the Strategic Planning Steering Committee. The Mission Statement and Operating Principles will guide Northwest Community College in its development and future direction into the Year 2001.

*Staff may find it useful to detach the last page of this edition of Northwest Passages to use as a reference and guide.*

Laminated colour copies are being distributed throughout the College Regions for posting.

*- Barbara Sheridan  
President's Assistant*



Submissions to  
NORTHWEST PASSAGES  
is the 1st Friday of the month.

Don't miss out.....  
mark these dates on  
your calendar today!  
November 1, December 6,  
January 10, February 7,  
March 7, April 4,  
May 2 and June 6.



### AREA CODE CHANGE EFFECTIVE OCTOBER 19TH

The area code changes from 604 to 250  
*effective October 19, 1996.* With this in  
mind we are requesting that all employees, where  
possible, inform your contacts of this change over and  
ask them to up-date their records accordingly.

## Mission, Values and Operating Principles

### **Mission**

*We are a community college committed to respecting and meeting the educational needs of the communities we serve. Our mission is to provide and enable equitable access to quality lifelong learning throughout our College region.*

### **Values and Operating Principles**

**A Student Centered College** — Programs, courses and services will be focused on meeting the learning, developmental and employment needs of the learners we serve.

**Student Success** — We are committed to removing barriers to student success. We will provide services, programs and resources to foster success.

**Respect** — The College treats each person in a fair and equitable fashion, acknowledging and valuing their perspectives and diversity. Northwest Community College will not discriminate on the basis of race, age, colour, ancestry, place of origin, political belief, religion, marital or family status, financial status, physical, mental or learning disability, gender or sexual orientation.

**Cooperation** — We are committed to working cooperatively and in good faith with our internal and external communities.

**Trust, Honesty and Integrity** — We will demonstrate high standards of personal, institutional and professional behavior.

**Collaboration** — We are committed to working collaboratively to optimize learning opportunities and resources.

**Accessibility** — We are committed to providing fair and equitable access to learning opportunities and services for the communities we serve.

**Openness to Change** — We will be relevant, current and innovative in our programs and services and will respond to changes in society and the needs of our learners.

**Empowerment of Communities** — We are committed to the decentralization of learning opportunities and the central role of communities in determining their educational priorities.

**Empowerment of Employees** — Our employees actively participate in the decision making processes at the College through shared responsibility, authority and accountability.

**Empowerment of Students** — We recognize and encourage the active involvement of students in the development and improvement of College programs and services.

**Accountability** — We will establish and achieve College objectives that are cost effective and open to public review.

**Innovation** — We encourage and support creativity and innovation in the development of initiatives that address opportunities for constructive change.

**Northwest Community College**