

# STRATEGIC PLAN

<p><b>OUR VISION</b></p>	<p>A compassionate world in which textiles enhance sustainability and quality of life for all.</p>
<p><b>OUR MISSION</b></p>	<p>We exist to advance the success of our students, and the textile industry in North Carolina, the U.S. and around the world, through teaching innovation, research excellence, strong partnerships and service.</p>
<p><b>OUR PRIORITIES</b></p>	<ul style="list-style-type: none"> <li>• A hyper-collaborative culture rooted in equality of opportunity.</li> <li>• Sustainability in all of our work.</li> <li>• Enhance quality of life for all.</li> </ul>
<p><b>OUR VALUES</b></p>	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">               COMPASSION         </div> <div style="text-align: center;">               EQUITY         </div> <div style="text-align: center;">               COLLABORATION         </div> <div style="text-align: center;">               INNOVATION         </div> <div style="text-align: center;">               SUSTAINABILITY         </div> </div>

# CULTURE CHARTER

## OUR LEADERS:

### Leadership and Collaboration

- Lead on strategy, vision and culture.
- Listen and communicate with empathy and openness.
- Approach problems collaboratively and aligned with our values.
- Make evidence-based, equitable, transparent and timely decisions.

### Culture, Equity and Compassion

- Act to expand equity for underrepresented / marginalized groups.
- Deconstruct inequity.
- Invest in all members equitably to support their full potential.

### Professional Development

- Demonstrate accountability for personal learning and growth.
- Ensure opportunities for learning and growth for all.
- Respect boundaries, capacities and contributions of others.

## OUR COMMUNITY:

### Culture, Equity and Compassion

- Advocate for underrepresented and marginalized peers.
- Identify challenges and advocate for solutions to inequity.
- Advocate for leadership accountability.
- Listen and communicate with empathy and openness.

### Collaboration

- Support leadership in making decisions by sharing contributions, expertise and perspectives.
- Share resources (funds, space, expertise, tools, etc.), opportunities and ideas to support the success of strategic and cultural goals.
- Solve problems collaboratively and aligned with our values.
- Support others in articulating their boundaries / contributions.

### Professional Development

- Demonstrate accountability for personal learning and growth.
- Advocate for themselves and peers seeking opportunities for learning and growth.