

2006-07 Annual Diversity Action Planning Document

Timeline: July 1, 2006 to June 30, 2007

KCTCS Strategic Goal: Expand diversity and global awareness.

Objective/Local Diversity Issue	Strategy	Responsible	Timeline	Assessment	Outcome (Benchmark Academic year 2004-05)
Institutional Engagement/ Accountability	1. Conduct FIRST survey of College faculty and staff about the cultural climate. 2. Construct FIRST Diversity Action Plan 3. Explore new ways to finance educational pursuits of minority students beyond J.T. Smith Scholarship. 4. Promote the provision of translations services for international students. 5. Restructure the Multicultural Committees from two entities into one body. 6. Encourage faculty/ staff	1. Director of Institutional Research and Director for Cultural Diversity. 2. Diversity Planning Team, President 3. TBD 4. Project BEAM; Director for Cultural Diversity 5. Director for Cultural Diversity, Cultural Life Committee Chair, Minority Student Committee Chair 6. Director for Cultural	1. Finalize survey instrument and release by August 2006. 2. Finalize plan by September 2006 3. January 2007 4. Ongoing 5. August 2006 6. Ongoing	1. Approximately 30% response rate among college employees. 2. <u>Final action plan approved</u> by Leadership Team, January 2007. 3. No action. 4. No action. Project initiation delayed. 5. <u>Diversity Initiatives Team</u> chartered. President Marshall served as Leadership Team Liaison. Perception of team focus improved. 6. Partnered with creator of	Internal perceptions about the focus, benefit, as well as progress of the institution's Diversity efforts enhanced.

	<p>to develop and provide diversity training for SCC employees.</p> <p>7. Promote the use of data as tools that guide decision making with regard to diversity and equity issues.</p> <p>8. Include all campuses and centers in Diversity programming efforts.</p>	<p>Diversity</p> <p>7. Dean of Student Affairs, Director for Institutional Research, Human Resources Director, and Director for Cultural Diversity.</p> <p>8. Campus/Center Directors and Director for Cultural Diversity</p>	<p>7. Ongoing</p> <p>8. Ongoing</p>	<p>the SoapBox Series to present discussion on Darfur, May 25, 2007. <i>Rescheduled to Fall 2007.</i></p> <p>7. Minority employment, enrollment, retention and graduation data as well as anecdotal data collected during interviews, focus groups, and survey used to construct first diversity action plan.</p> <p>8. Diversity Office established at the Laurel campus.</p>	
<p>Minority Employee Recruitment, Hiring & Retention</p>	<p>1. Promote the college, commitment to diversity, quality education, and strong reputation.</p> <p>2. Advertise vacant positions on website, in local newspapers (staff) and in the Chronicle on Higher Education (faculty).</p> <p>3. Alert hiring committee Chairpersons about the diversity imperative.</p> <p>4. Utilize the KCTCS Resume Bank .</p> <p>5. Monitor the hiring process for diversity.</p> <p>6. Explore possibility of</p>	<p>1. Director of Public Relations and Director for Cultural Diversity</p> <p>2. Provost, Director of Human Resources, and Director of Public Relations</p> <p>3. Employment Oversight Committee Chair</p> <p>4. Director for Cultural Diversity</p> <p>5. Director for Cultural Diversity, Human Resources</p> <p>6. TBD</p>	<p>1. Ongoing</p> <p>2. Ongoing</p> <p>3. Ongoing</p> <p>4. Ongoing</p> <p>5. Ongoing</p> <p>6. May 2007</p>	<p>1. <u>The Olive Branch</u> newsletter distributed to community leaders and minority professionals at four year institutions. <i>Data about news releases unavailable.</i></p> <p>2. <i>Data about job advertisements will be added.</i></p> <p>3. No action documented.</p> <p>4. No action.</p> <p>5. Paper audit for January 1 to June 30, 2007 indicated that 17 minorities applied; 1 hired.</p> <p>6. No action.</p>	<p>On October 31, 2006: <u>SCC's Kentucky Plan Compliance (# African American employees)</u> Administrators = 1 Faculty = 3 Other Professionals = 2 COMPLIANT</p> <p>On October 31, 2004: <u>SCC Kentucky Plan Compliance data:</u> Administrators = 0 Faculty = 1 Other Professionals = 1</p> <p><u>Minority* employment figures as of 10-29-2007:</u> Administrators = 1 Faculty = 6 Staff = 9</p> <p>*Asian/Pacific Islander, , Black/ African-American Hispanic/Latino, and</p>

	<p>creating a new employee incentive package for relocating to the area.</p> <p>7. Collaborate with 4-year institutions to actively recruit minority graduates for vacancies.</p> <p>8. Develop and offer diversity training to all SCC employees.</p> <p>9. Promote the development of a Visiting Minority Faculty Program</p>	<p>7. Director for Cultural Diversity</p> <p>8. Director for Cultural Diversity</p> <p>9. Visual Art Program Director, Diversity Initiatives Team</p>	<p>7. Spring 2007</p> <p>8. Ongoing</p> <p>9. April 2007</p>	<p>7. Mailed job vacancies to minority/multicultural and placement offices at UK, ECU, WKU, MSU and KSU, also provided details about local community services and amenities.</p> <p>8. The Office for Cultural Diversity offered 10 diversity training opportunities: M. L. King Unity Breakfast, "Black and Catholic in the Jim Crow South", Film Presentation and Discussion on "A Time to Kill", Noontime Notes: Traditional Spirituals Workshop, An Evening with Dr. Toney Stewart: A Visit to the Civil Rights Movement, Women in Jazz", "The Intersection of Sexism and Homophobia" and three "Cultural Competency" workshops.</p> <p>9. Program proposal to expand Visiting African Artist Program presented to President Marshall for review. Budget request will be submitted for 2008-09.</p>	<p>Native American</p> <p>70 SCC employees participated in diversity training program presented from July 1, 2006 to June 30, 2007. <i>Documentation of staff and faculty participation in diversity training for 2004-05 unavailable at time of release.</i></p>
<p>Minority Student Recruitment, Retention & Success</p>	<p>1. Promote the college, its commitment to diversity, as well as its student-centered approach to learning.</p>	<p>1. Director of Public Relations and Director for Cultural Diversity.</p>	<p>1. Ongoing</p>	<p>1. <u>The Olive Branch</u> newsletter distributed to SCC students, faculty, staff, as well as local leaders. <i>Data about news releases will be added.</i></p>	<p>On October 31, 2006: <u>SCC Kentucky Plan Compliance Status:</u> African American student headcount: 50, which</p>

	<p>2. Educate minority community leaders (religious and civic) about the college, its program and services.</p> <p>3. Produce and distribute informational brochure/letter inviting minority students to apply for John T. Smith Scholarship.</p> <p>4. Broaden New Student Orientation program to include formal diversity presentation.</p> <p>5. Facilitate growth of the Student Multicultural Club.</p> <p>6. Plan and host "VIP" campus visits for middle school minority students and their parents.</p> <p>7. Plan and implement the Governor's Minority Student College</p>	<p>2. Director for Cultural Diversity, Student Support Services/STAR Center Director, EOC Director</p> <p>3. Scholarship Coordinator and Director for Cultural Diversity</p> <p>4. Dean of Student Affairs, Director for Cultural Diversity.</p> <p>5. Faculty and staff club sponsors and Student Leaders.</p> <p>6. GMSCPP Program Director, Provost, Enrollment Management.</p> <p>7. GMSCPP Staff</p>	<p>2. Once per semester</p> <p>3. Twice each semester</p> <p>4. July and August 2007</p> <p>5. Ongoing</p> <p>6. June 2007</p> <p>7. June 2007</p>	<p>2. Met in July 2006.</p> <p>3. Distributed 5 awards/ Semester to African American students for 2006-07 academic year.</p> <p>4. Diversity workshop, which includes viewing of video, entitled "SCC Students Speak about Diversity" presented to over 500 new students.</p> <p>5. Five students participated in Meet and Greet reception in August 2006. Club elected officers, created by-laws, participated in International Fair.</p> <p>6. On June 2, 2007, 17 minority middle school students and their parents participated in the first Student-Parent GMSCPP Orientation, which featured an overview of the program, campus tours for the parents and teambuilding activities for students.</p> <p>7. The Summer Component of the GMSCPP Program was held on June 4-22. Fifteen students</p>	<p>represents 0.8% of total student enrollment. COMPLIANT.</p> <p>On October 31, 2004: <u>SCC Kentucky Plan Compliance Status:</u> African American student headcount: 42, which represents 0.8% of total student enrollment.</p> <p><u>Total number of minority students was 101, which is 1.7% of total student enrollment.</u> KCTCS Minority Student Enrollment Goal: 1.0% This enrollment figure, exceeds that (82) documented for 2004-05 by 20%.</p>
--	--	---	--	--	---

	<p>Preparation Program.</p> <p>8. Promote the establishment of a minority student peer program.</p> <p>9. Establish a minority student or alumni ambassador program.</p> <p>10. Provide series of cultural events/diversity training.</p> <p>11. Develop enrichment program to help minority students excel in Science and Math.</p> <p>12. Conduct Diversity Training for local civic</p>	<p>8. Director for Cultural Diversity.</p> <p>9. Provost, Dean of Students.</p> <p>10. Director for Cultural Diversity</p> <p>11. Associate Chemistry Professor and Director for Cultural Diversity</p> <p>12. Director for Cultural Diversity</p>	<p>8. TBD</p> <p>9. June 2007</p> <p>10. Ongoing</p> <p>11. TBD</p> <p>12. Ongoing as requested.</p>	<p>began the program.</p> <p>8. No action.</p> <p>9. Student application period for inaugural class of SCC Student Ambassadors conducted through Student Affairs. Two minority students applied to the program.</p> <p>10. The Office for Cultural Diversity provided the following slate of cultural diversity events/trainings during the 2006-07 school year: Noontime Notes: Marvin Taylor in Concert, M. L. King Unity Breakfast, "Black and Catholic in the Jim Crow South", Film Presentation and Discussion on "A Time to Kill", Noontime Notes: Traditional Spirituals Workshop, "An Evening with Dr. Tonea Stewart: A Visit to the Civil Rights Movement", "Women in Jazz" and "The Intersection of Sexism and Homophobia"</p> <p>11. No action taken.</p> <p>12. Provided 6 hours training for 14 members of the Pine</p>	
--	--	--	--	--	--

	groups and businesses			Knot Job Corp Residential Staff.	
	13. Sponsor minority student participation in state level leadership, networking opportunities.	13. Director for Cultural Diversity	13. Ongoing	13. Two minority students participated in 2 nd Annual Black Student Leadership Caucus at EKU in March 2007.	
Curriculum Modifications & Expansion	<p>1. Formally recognize individual faculty who infuse diversity into Curriculum.</p> <p>3. Promote an expansion of graduation requirement to include GE 101.</p> <p>4. Assemble a resource tool that describes how faculty infuses diversity into course curriculum.</p> <p>5. Co-sponsor visits of African artists to college.</p> <p>6. Promote the integration of a reading experience for first year students.</p> <p>7. Encourage co-</p>	<p>1. Director for Cultural Diversity</p> <p>3. TBD</p> <p>4. Director for Cultural Diversity</p> <p>5. Visual Arts Assistant Faculty and Director for Cultural Diversity.</p> <p>6. Library Director, Arts and Humanities Division Chair, Director for Cultural Diversity</p> <p>7. Director for Cultural</p>	<p>1. Spring each year.</p> <p>3. TBD</p> <p>4. May 2007</p> <p>5. October 2006</p> <p>6. January 2007</p> <p>7. February 2007</p>	<p>1. No action taken.</p> <p>3. No action taken.</p> <p>4. Faculty who infused International Festival into curriculum presented to Diversity Initiatives Team.</p> <p>5. October 7-11, <u>Jesse N'gang'a</u> from Kenya visited SCC campus and instructed students as well as the local community about his work during a 1-week residency.</p> <p>6. Draft program proposal developed by Director for Cultural Diversity and reviewed by Arts and Humanities Division Chair and the Library Director in Fall 2007. No further action taken.</p> <p>7. Partnered with The Arts and</p>	<p><i>Data on student enrollment in multicultural courses will be added.</i></p> <p>A total of 81 students participated in diversity training.</p>

	sponsoring of lectures by academic divisions.	Diversity with Division Chairs.		Humanities to present, An Evening with Dr. Tonea Stewart: A Visit to the Civil Rights Movement on March 2, 2007. Over 100 individuals attended this event.	
Community Outreach/Collaboration	<p>1. Collaborate and co-sponsor a community celebration in honor of Dr. Martin Luther King, Jr.</p> <p>2. Work with local religious, educational and civic leaders to provide information about college admissions, scholarships, etc. to prospective students.</p> <p>3. Collaborate across the college and local communities to hold an International Fair.</p>	<p>1. Director for Cultural Diversity, Diversity Initiatives Team, President, and Provost.</p> <p>2. Director for Cultural Diversity, EOC Director.</p> <p>3. Director for Cultural Diversity, Festival Planning Team</p>	<p>1. October 2006 to January 2007 annually.</p> <p>2. Once each semester</p> <p>3. Fall semester, October</p>	<p>1. Co-sponsored the local community celebration with the religious leaders from two predominately African American congregations, as well as the principal of Somerset High School. More than 200 people attended the event on Sunday, January 15, 2007.</p> <p>2. Community collaborations = Maple Street First Baptist Church, Davis Chapel AME, Somerset High School principal</p> <p>3. FIRST International Festival held at SCC on October 17, 2007 to celebrate the cultural richness of the world and promote acceptance and unity in the local community. Partnered with ninety-five 5th grade children and their teachers, plus SCC students, staff and faculty and the local</p>	<p>Number of community collaborations increased from 1 with Davis Chapel AME Church in 2005 to 4 in 2007. Partners included: Davis Chapel AME Church, Maple Street First Baptist Church, Somerset High School, and Southwestern High School ROTC.</p>

				international community. Twenty cultures were celebrated through food, music, cultural displays and 10 educational presentations.	
Campus Environment	<p>1. Promote the transcription of at least one article in the Bridge as well as other College information to Spanish.</p> <p>2. Insure that all buildings on campus are accessible to students with disabilities.</p> <p>3. Create a display of international flags.</p> <p>4. Construct space for Diversity programming on the SCC website.</p> <p>5. Create and distribute newsletters about diversity programs.</p>	<p>1. Director for Cultural Diversity</p> <p>2. Disability Coordinator</p> <p>3. Diversity Initiatives Team</p> <p>4. Director for Public Relations, Web Designer.</p> <p>5. Director for Public Relations and Director for Cultural Diversity, Diversity Initiatives Team.</p>	<p>1. Ongoing</p> <p>2. Ongoing</p> <p>3. Fall 2007</p> <p>4. Fall 2007</p> <p>5. Once per semester</p>	<p>1. Prospective translator identified, but declined to assist.</p> <p>2. No action necessary. All buildings deemed handicapped accessible.</p> <p>3. Flags purchased with private donations, and displayed permanently in the Student Commons.</p> <p>4. Space designated on updated website.</p> <p>5. Paper and electronic formats of the first and second editions of <u>The Olive Branch</u> were disseminated during the Fall 2006 and Spring 2007 semesters. Distribution plan includes SCC students, faculty, staff, as well as interested community leaders (religious, education, civic) and multicultural representatives at four year institutions.</p>	Increased awareness of the cultural climate at SCC.
		GMSCPP participants,	June 2007	Paper copies of <u>Smart Kids Rule</u>	

	6. Report findings from first diversity survey.	Visual Communications Department. 6. Director for Cultural Diversity, Director for institutional Research	6. May 2007	distributed. 6. Preliminary results published in Spring edition of the Olive Branch.	