

2007-08 Annual Diversity Action Planning Document

**Timeline: July 1, 2007 to June 30, 2008**

KCTCS Strategic Goal: Expand diversity and global awareness.

<b>Objective/Local Diversity Issue</b>	<b>Strategy</b>	<b>Lead Responsibility</b>	<b>Deadline</b>	<b>Activities</b>	<b>Outcome</b>
Institutional Engagement/ Accountability	<p>1. Add questions to Annual Staff/Faculty Campus Climate survey about level of acceptance experienced at SCC.</p> <p>2. Conduct planning process for development of Five Year Diversity Action Plan.</p> <p>3. Explore new ways to finance educational pursuits of minority students beyond J.T. Smith Scholarship.</p> <p>4. Promote the provision of translations services for international students.</p> <p>7. Include all campuses and centers in Diversity programming efforts.</p>	<p>1. Director of Institutional Research and Director for Cultural Diversity.</p> <p>2. Director for Cultural Diversity</p> <p>3. Chief Financial Officer, President/CEO, Director for Cultural Diversity</p> <p>4. Project BEAM</p> <p>7. Campus/Center Directors and Director for Cultural Diversity</p>	<p>1. September 2007.</p> <p>2. May 2008</p> <p>3. May 2008</p> <p>4. Ongoing</p> <p>7. Ongoing</p>		
Minority Employee Recruitment, Hiring & Retention	<p>1. Advertise vacant positions on the SCC website, in local</p>	<p>1. Provost, Director of Human Resources, and Director of Public</p>	<p>1 Ongoing</p>		

	<p>newspapers (staff) and in the Chronicle on Higher Education (faculty).</p> <p>2. Alert hiring committee Chairpersons about the diversity imperative.</p> <p>3. Monitor the outcomes of the hiring process for diversity.</p> <p>4. Explore possibility of creating an incentive package for new employees who relocate to the area.</p> <p>5. Collaborate with 4-year institutions to actively recruit minority graduates for vacancies.</p> <p>6. Attend regional, state and national conferences to recruit minority faculty .</p> <p>7. Require "Cultural Competency" Training Program for all new employees</p> <p>8. Seek funding through institutional budget process for expansion of Minority Visiting Faculty Program.</p> <p>9. Host first Multicultural Dinner.</p>	<p>Relations</p> <p>2. Oversight Committee Chairperson</p> <p>3. Director for Cultural Diversity</p> <p>4. Chief Financial Officer, Human Resources Director and Director for Cultural Diversity</p> <p>5. Director for Cultural Diversity</p> <p>6. Director for Cultural Diversity</p> <p>7. Human Resources Director and Director for Cultural Diversity</p> <p>8. Visual Art Program Director, Diversity Initiatives Team</p> <p>9. Director for Cultural Diversity, Human</p>	<p>2. Ongoing</p> <p>3. Ongoing</p> <p>4. Ongoing</p> <p>5. November 2007 and April-May 2008</p> <p>6. Ongoing</p> <p>7. Quarterly, beginning in December 2007</p> <p>8. 1<sup>st</sup> quarter 2008</p> <p>9. December 2007</p>		
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		Resources Director			
Minority Student Recruitment, Retention & Success	1. Develop and implement a minority student recruitment plan.	1. Director for Cultural Diversity, Dean of Student Affairs, Academic Program Directors and Provost	1. June 2008		
	2. Provide community-based instruction to minority church youth groups and other civic groups.	2. Director for Cultural Diversity.	2. Ongoing		
	3. Distribute informational brochure and letters that informs minority students about scholarships.	3. Scholarship Coordinator and Director for Cultural Diversity	3. Ongoing		
	4. Continue to give diversity presentation during New Student Orientation.	4. Dean of Student Affairs, Director for Cultural Diversity.	4. June 2008		
	5. Facilitate growth of the Student Multicultural Club.	5. Faculty and staff sponsors and Student Leaders.	5. Ongoing		
	6. Plan and host "VIP" campus visits for minority students and their parents.	6. GMSCPP Program Director, Academic Program Directors, Enrollment Management.	6. Ongoing		
	7. Expand the Governor's Minority Student College Preparation Program (GMSCPP) to include Year Round programming. To also develop Science and	7. GMSCPP Staff; SCC Associate Chemistry Professor, and Associate Biology Professor	7. April 2008		

	<p>Math enrichment program for summer</p> <p>8. Promote the establishment of a minority student peer program.</p> <p>9. Provide and publicize series of cultural events.</p> <p>10. Conduct diversity training for educational, civic, religious, and businesses organizations.</p> <p>11. Sponsor minority student participation in state level leadership, networking opportunities.</p>	<p>8. Director for Cultural Diversity</p> <p>9. Director for Public Relations and Director for Cultural Diversity</p> <p>10. Director for Cultural Diversity</p> <p>11. Director for Cultural Diversity</p>	<p>8. TBD</p> <p>9. Ongoing</p> <p>10. Ongoing</p> <p>11. Ongoing, as opportunities present.</p>		
Curriculum Modifications & Expansion	<p>1. Formally recognize individual faculty who infuse diversity into Curriculum.</p> <p>2. Assemble a faculty resource tool that describes how diversity is infused into course curriculum.</p> <p>3. Promote the integration of a reading experience for first year students.</p>	<p>1. Director for Cultural Diversity</p> <p>2. Director for Cultural Diversity</p> <p>3. Director for Cultural Diversity</p>	<p>1. May 2008</p> <p>2. June 2008</p> <p>3. May 2008</p>		
Community Outreach/Collaboration	<p>1. Collaborate and co-sponsor a community celebration in honor of Dr. Martin Luther King, Jr.</p>	<p>1. Director for Cultural Diversity, Diversity Initiatives Team, Religious and</p>	<p>1. October 2007 to January 2008</p>		

	<p>2. Provide community-based instruction to minority church youth groups and other civic, educational organizations.</p> <p>3. Collaborate across community to hold an International Fair.</p> <p>4. Develop a Community Minority Advisory Board</p>	<p>Educational leaders</p> <p>2. Director for Cultural Diversity</p> <p>3. Festival Planning Team</p> <p>4. President, Provost and Director for Cultural Diversity</p>	<p>2. Ongoing</p> <p>3. Fall semester, October 2008</p> <p>4. December 2007</p>		
Campus Environment	<p>1. Promote the transcription of at least one article in <u>The Bridge</u> as well as other College information to Spanish.</p> <p>2. Continue to distribute a newsletter.</p>	<p>1. Director for Cultural Diversity</p> <p>2. Director for Public Relations and Director for Cultural Diversity, Diversity Initiatives Team.</p>	<p>1. Ongoing</p> <p>2. Once per semester</p>		