

Diversity Plan Goals, Learning Outcomes, Strategies, and Measurement Tools

Mission: The COCC Diversity Committee provides leadership for the campus to create an equitable and respectful climate for diverse cultures, backgrounds, and ideas in order to nurture a vibrant, inclusive, and engaged learning community.

1. Campus Mission and Goals

<u>Goal:</u>	<u>Outcomes:</u>	<u>Strategies:</u>	<u>Measurement Tools:</u>
<p>The Diversity Committee will provide leadership so that respect for diversity and inclusion of differences are embedded in the institutional missions and goals of the campuses and individual campus departments.</p>	<ul style="list-style-type: none"> • COCC mission statement reflects a commitment to equitable access and respectful inclusion. • Administrative and instructional departments have mission statements that reflect a commitment to equitable access and respectful inclusion. 	<ul style="list-style-type: none"> • Meet with campus departments to discuss and share ideas. • Use the Principles of Community to dialogue with departments about the campus commitment to equitable access and respectful inclusion 	<ul style="list-style-type: none"> • Gather mission statements to assess the inclusion of diversity in their goals.

2. Access and Representation

<u>Goal:</u>	<u>Outcomes:</u>	<u>Strategies:</u>	<u>Measurement Tools:</u>
<p>The Diversity Committee will work with campus departments to increase the numbers of underrepresented</p>	<ul style="list-style-type: none"> • The student ethnic demographics reflect the diversity of COCC's college service district. • The staff and faculty ethnic demographics 	<ul style="list-style-type: none"> • Work with HR to ensure that faculty and staff recruitment and hiring processes foster greater access and hiring of underrepresented groups. Strategies include providing training on culturally respectful 	<ul style="list-style-type: none"> • Student admissions and retention statistics. • Employee hiring statistics

<p>students, staff, and faculty.</p>	<p>reflect the diversity of COCC students.</p> <ul style="list-style-type: none"> • Enrollment in academic disciplines reflect the gender diversity of COCC students. 	<p>hiring practices, adding cultural fluency KSA's to job descriptions, intentionally outreaching to diverse candidates, asking interview questions that address respect for cultural differences, etc.</p> <ul style="list-style-type: none"> • Work with Enrollment Services and specific academic programs to outreach to potential underrepresented and first generation students. • Provide key recruitment materials and web page information in Spanish. • Work with First Year Experience and other departments to identify and implement retention programs aimed at increasing student success rates for underrepresented students. • Increase options for financial aid and scholarships to support the educational pursuits of underrepresented and first-generation students. 	
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3. Campus Climate

<u>Goal:</u>	<u>Outcomes:</u>	<u>Strategies:</u>	<u>Measurement Tools:</u>
<p>The Diversity Committee will work with campus leaders, supervisors and managers, faculty, and students to create a respectful and inclusive campus climate conducive to students persisting and succeeding in meeting their academic, career and personal goals and aspirations.</p>	<ul style="list-style-type: none"> • Students and staff feel respected, represented, and valued on campus. • Underrepresented students and staff see themselves reflected in curriculum and campus activities. • Acts of disrespect and/or discrimination are responded to in an appropriate and timely manner. 	<ul style="list-style-type: none"> • Provide distribution of and opportunities for dialogue on the Principles of Community. • Ensure that campus events and programs reflect various cultures, histories, perspectives, and other differences (including ethnicity, religion, sexual orientation, disabilities, and class). • Work with HR to identify strategies to increase availability of bi-lingual services on campus. • Review campus harassment and discrimination policies and implementation practices to ensure ease of use and wide communication of the reporting processes. • Communicate with administration to ensure that campus art and architecture reflects cultural diversity. 	<ul style="list-style-type: none"> • Staff Campus Climate Survey • Focus group interviews and surveys to assess campus climate. • Student Campus Climate survey by Diversity Committee. • Graduate survey done every spring. • CSSE • HR report of increased in numbers of bi-lingual staff. • Survey of diversity-related courses.

		<ul style="list-style-type: none"> • Work with Instruction and the Deans to ensure that there are courses offered each term that reflect cultural diversity. • Work with College Success instructors, New Student Advising and Bobcat Orientation to increase visibility of campus harassment and discrimination policies and practices as well as the Principles of Community. • Draw on data generated by surveys to facilitate changes in campus climate. 	
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4. Education and Training

<p><u>Goal:</u></p> <p>The Diversity Committee will initiate on-going education and training about respect for differences and fostering a welcoming community for campus students, staff, and faculty.</p>	<p><u>Outcomes:</u></p> <ul style="list-style-type: none"> • Students and staff have knowledge of various cultures and backgrounds and are skilled in communicating cross-culturally. • Students will have the skills to interact effectively in a multicultural community. 	<p><u>Strategies:</u></p> <ul style="list-style-type: none"> • Provide on-going diversity education workshops for students, staff, and faculty. • Working with Instruction, assist in the development of cultural responsiveness 	<p><u>Measurement Tools:</u></p> <ul style="list-style-type: none"> • CSSE survey (students' satisfaction with services), esp. question 12.k. • General Education Assessment work.
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	<ul style="list-style-type: none"> • Faculty and staff demonstrate cultural responsiveness to differences in their interactions with students and in the workplace. 	<p>outcomes for students throughout the curriculum.</p> <ul style="list-style-type: none"> • Offer on-going Diversity Awareness workshops for supervisors and managers. • Provide multicultural education materials on the Multicultural Activities website. • Participate in student and employee orientation programs to bring awareness of the campus' commitment to the Principles of Community. • Offer on-going faculty workshops and roundtables on multicultural education topics and creating inclusive classrooms. • Working with Instruction, increase the number of courses offered that address specific cultural contributions in art, history, literature, etc. 	<ul style="list-style-type: none"> • Number of courses offered related to cultural differences. • Number of training workshops offered for staff, faculty, managers, and students. • Workshop training evaluations • Needs assessment surveys
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5. Evaluation and Recognition

<u>Goal:</u>	<u>Outcomes:</u>	<u>Strategies:</u>	<u>Measurement Tools</u>
<p>The Campus Diversity Committee will advocate that respect for diversity be incorporated into campus recognition, awards, and performance evaluations.</p>	<ul style="list-style-type: none"> • Students, faculty, and staff feel recognized for their contributions to the campus Diversity Plan and the Principles of Community. • Staff and faculty feel encouraged and supported to participate in diversity training opportunities. 	<ul style="list-style-type: none"> • Create a campus diversity recognition award for students, staff, and faculty. • Work with HR to add criteria on all performance appraisals and tenure review materials that addresses respect for diversity, cultural responsiveness, and multicultural education. • Work with HR to accommodate and support employees' requests to attend diversity related training and/or campus programs. 	<ul style="list-style-type: none"> • Campus Climate Survey • Diversity Achievement Award and Diversity Education Awards exist and are implemented. • Performance criteria addressing respect for diversity, cultural responsiveness, and multicultural education activities exist on performance appraisals and tenure review materials. • Release time is made available to employees to

			attend cultural training and other campus cultural programs.
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Conclusion

The Campus Diversity Committee believes that creating a respectful and inclusive multicultural environment requires the thoughtful and intentional efforts of everyone on both campuses, including the administration, faculty, staff, and students. The administration, department chairs and directors, committee and organizational leaders, and student leaders have special responsibility for ensuring that respect for diversity is embedded and practiced in the core activities of their units. The Diversity Committee, along with the Multicultural Activities staff, serve as important resources to the campuses to assist with implementing this plan and addressing concerns or questions that arise. As the campuses strive to foster a safe, inclusive, and just community, everyone will benefit.

