



Kennebec Valley Community College Diversity Plan

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I. MISSION STATEMENT

“The mission of the Diversity on Campus Committee is to foster a culture of inclusion and equity within the KVCC community.”

This Diversity on Campus Committee mission statement expresses the importance of diversity as it relates to a learning community and articulates with KVCC’s mission statement. KVCC is committed to strengthening diversity on its campus and in its curricula.

KVCC MISSION STATEMENT

”Kennebec Valley Community College prepares students to achieve their educational, professional and personal goals in a supportive environment inspired by shared values of responsibility, integrity, and respect.”

II. MEMBERSHIP

Diversity on Campus:

Membership on this newly appointed KVCC Standing Committee, Diversity on Campus, is open to all members of the College community. It’s formally appointed members for the 2004-2005 academic year include:

College President
Faculty representation from each Department
Two Administrators
One member of Human Resources Personnel
One member of Enrollment Management
One Community Representative
One Student Representative

Diversity on Campus will advise the President regarding issues of diversity and inclusion, and will serve as an active voice for the institutional growth and cultural learning required to become a multicultural campus community respectful of all people.

III. CAMPUS-WIDE AND REGIONAL COMMUNITY INVOLVEMENT PROCESSES

Phase I:

KVCC elected to proceed toward the goal of establishing a formal Diversity Plan via two distinct phases. Phase I included the creation of a campus committee, co-chaired by a

faculty member and an administrator. Diversity on Campus (DOC) received the following charges from the President:

- To develop a mission for the committee, Diversity on Campus (DOC).
- To review the initiatives set forth by the Maine Community College System Board of Trustees related to campus diversity.
- To review the goals and parameters established by the Maine Community College System to support Board initiatives.
- To gather the necessary data to respond to the benchmarks established by the Trustees.
- To comply with CIHE Standards.
- To compose a formal draft of the KVCC Diversity Plan.
- To complete these charges by June 30, 2004 in accordance with directives from the Maine Community College System.

An interim report (MCCS September 2002) fulfilled this charge. The Diversity on Campus committee was established in 2001. The mission of the committee is: “We are committed to fostering a culture of inclusion and equity within the KVCC Community”. A preliminary draft of this document was drawn May 2004. Diversity on Campus reviewed the document and will publish (via hard copy and website) and disseminate this formal draft to share with the college community in the spring of 2005.

Phase II:

This phase is the most critical in regard to establishing a sound, reasonable plan that the campus community accepts and in which it invests. To this end, Diversity on Campus has planned the following:

1. Diversity on Campus will meet once each month for the duration of the academic year to guide this plan and its recommendations to fruition.
2. Diversity on Campus will post the formal draft of the Diversity Plan on the website. E-mail to the campus community will ask members to review the document and share reactions with the committee via e-mail or by attending a presentation at a college forum.
3. The college forum will allow faculty, staff, students and members of the larger community an opportunity to guide and shape this plan.
4. The formal draft will be shared with the Faculty Senate, Student Government, Classified Employees Association and Professional Employees Association with a request for their official response in writing.
5. The formal draft will be shared with the KVCC General Advisory Council and Program Advising Committees for their feedback and support.
6. The feedback from these constituent groups will inform the final draft of the KVCC Diversity Plan.
7. The final document, as noted in the Strategic Plan, will guide KVCC's creation of a more supportive and diverse campus environment inspired by shared values of

responsibility, integrity, and respect to meet the needs of its students and the citizens of Maine more effectively.

IV. STRATEGIES TO CREATE A MEANINGFUL, ON-GOING INTRA-CAMPUS DIALOGUE

KVCC's strategies to create and maintain a meaningful dialogue about campus diversity are two-fold.

VIA THE STANDING COMMITTEE:

1. Diversity on Campus (DOC) will represent a wide and diverse membership of students, faculty, staff, administrators and community representatives.
2. This committee will host an annual Open Forum/Program on Diversity in collaboration with the Office of the President each year.
3. Diversity on Campus will report annually the institution's progress toward the goals established in the Diversity Plan.

VIA SPECIAL TRAINING AND PROGRAMS:

1. KVCC (through the collaboration of the Offices of the Assistant to the President, Administrative Services, Student Services, Student Senate, Faculty Senate, and Professional and Classified Employees' Associations) will continue to host programs focusing on diversity.
2. Student activities will have a renewed and sharper focus on diversity.
3. Diversity on Campus will establish a new webpage with links to diversity resources for faculty, staff, student and community use.

V. CAMPUS DIVERSITY GOALS

KVCC has set forth a series of six diversity goals to provide a framework for the enhancement of campus diversity. These six goals and the objectives identified to achieve them follow:

Goal 1: Institutionalize College Commitment to Diversity

Objective 1.1: In the System Strategic Plan, KVCC will develop a campus-wide Diversity Plan Draft by June 30, 2004. A formal plan will be adopted by June 30, 2005.

Objective 1.2: The President shall appoint a standing committee called Diversity on Campus. At the end of each fiscal year, this committee will report to the President, assessing institutional progress toward diversity goals.

Objective 1.3: The DOC will encourage and support at least one diversity event/activity per semester in an effort to gain full participation in the campus community.

Objective 1.4: KVCC will provide funding for new campus-wide programs focused on diversity.

Objective 1.5: The President and/or Vice President/Academic Dean will sponsor/support professional programs and training focused on diversity issues for faculty and staff.

Objective 1.6: The Student Senate will offer opportunities for students to increase diversity appreciation.

See Appendix 1: Activities by Year.

Goal 2: Recruit, Retain, and Graduate Students from Diverse Backgrounds

Objective 2.1: KVCC will implement specific recruitment programs to affect increases in percentages of students in each of the federally designated minorities. Responsible Party: Director of Admissions.

Objective 2.2: KVCC will implement necessary strategies and provide appropriate resources to retain and graduate students from diverse backgrounds. Responsible Party: Dean of Student Affairs.

The statistics in Appendix 2 reflect KVCC's student population; it is important to note that the institution recognizes and values the authentic diversity within its largely white population. Responsible Parties: KVCC President and Academic Affairs.

Goal 3: Implement Recruitment and Retention Efforts to Increase Numbers of Diverse Groups in Faculty and Staff Ranks

Objective 3.1: KVCC is committed to expanding the diversity of its community. The College will recruit faculty and staff from diverse applicant pools.

See Appendix 3: Employee Data by Year.

Goal 4: Enhance Curriculum to Promote Diversity

Objective 4.1: KVCC is committed to the development of new courses and the enhancement of existing courses relevant to diversity needs on campus.

KVCC currently offers a variety of courses which address issues of diversity. Selected examples include: Multi-Cultural Nature of Society and Introduction to Contemporary Ethics. A complete list may be found in Appendix 4.

Objective 4.2: KVCC will review needs on an bi-annual basis.

See Appendix 1: Activities by Year.

See Appendix 4: Curricular Data, Biannual.

Goal 5: Develop and Maintain an Inventory of Resources, Contacts, and Best Practices that Strengthen Diversity

Objective 5.1: KVCC/DOC will develop a new community partner in diversity each year beginning spring 2005.

Objective 5.2: KVCC/DOC will provide information to the campus community about diversity activities each semester.

Objective 5.3: KVCC/DOC will provide resources to support the development of strategies for faculty, staff and students annually.

See Appendix 1: Activities by Year.

See Appendix 5: Resource data by year.

Goal 6: Develop and Maintain an Audit Process to Measure Progress of Diversity Initiatives on Campus

Objective 6.1: KVCC will develop/maintain an effective campus audit process to be used to increase the rates of application, enrollment, retention, and graduation of Maine students. We will utilize resources for determining whether campus climate is one that is genuinely hospitable to and supportive of students, faculty, and staff.

Objective 6.2: KVCC.DOC will evaluate the impact of diversity actions at an annual retreat and give the information to the President's office.

See Appendix 1: Activities by Year.

See Appendix 6: Audit Data by Year.

VI. COMMITMENT STATEMENT

The implementation of these six goals will have a positive influence on campus diversity. A more diverse faculty and staff, and inclusive curricula will improve KVCC's ability to recruit and retain a more diverse student body and vice-versa.

The audit process is under discussion and formation. Diversity on Campus will also look for guidance from the Maine Community College System regarding models of

evaluation. This may provide similarity in reporting and therefore allow comparison data in the future.

KVCC is committed to success in these initiatives. KVCC will implement this plan swiftly and effectively to create the “supportive environment inspired by shared values of responsibility, integrity, and respect” described in the College’s Mission Statement. We will strive for the fulfillment of all the ideals put forth in this document, and we will build a more racially, ethnically and culturally diverse community.

Appendix 1: Activities by Year

Goal 1: Institutionalize College Commitment to Diversity

Responsible parties: Diversity on Campus committee and KVCC Administration.

Goal 1: 2004-2005 Academic Year

Objective 1.1 and 1.2

1. Diversity on Campus Committee will develop the KVCC Diversity Plan to be distributed throughout the campus community in May 2005 for approval.

Goals 1: 2005-2006 Academic Year

Objective 1.1 and 1.2

1. Diversity on Campus Committee will review and maintain the KVCC Diversity Plan.

Objective 1.3, 1.4, 1.5 and 1.6

1. The DOC will meet with Student Senate each fall to encourage and promote opportunities to increase diversity activities on campus. Topics for 2005-06 shall include:

- a) discovering diversity at KVCC
- b) understanding diversity
- c) overcoming barriers to diversity
- d) achieving respect for diversity on campus

2. The DOC will meet with faculty and staff at least one time per year to encourage and promote pertinent diversity activities on campus. Topics for 2005-06 shall include:

- a) becoming culturally competent
- b) infusing diversity into the workplace
- c) reflecting diversity within your curriculum
- d) sharing diversity/cultural activities with the KVCC community

Goal 2: Recruit, Retain, and Graduate Students from Diverse Backgrounds

Responsible party: Dean of Student Affairs.

Goal 2: 2005-2006 Academic Year

Objective 2.1

- 1. Increase the number of gender equity events on and off campus

2. Recruit in areas of greater diversity (i.e. Portland, Lewiston)
3. Establish relationships with area ESL instructors and collaboratively organize informational sessions to walk students through the admissions/college process
4. Promote academic support networks for ESL students on the KVCC campus
5. Develop a mentoring program between current KVCC students and minority students to promote a smooth college transition
6. Organize financial aid informational sessions geared toward students of diverse populations

Objective 2.2

Responsible party: Dean of Student Affairs. (Objectives need to be developed by Dean of Student Affairs for final copy.)

Goal 3: Implement Recruitment and Retention Efforts to Increase Numbers of Diverse Groups in Faculty and Staff Ranks

Goal 3: 2005-06 Academic Year

Objective 3.1

1. Conduct diversity inventory to capture new and existing diversity activity in all non-academic departments
2. Incorporate strategies within all employee search processes to encourage candidates to share experiences with diversity
3. Develop partnerships with graduate programs to seek applications from women and minorities
4. Advertise job searches in appropriate journals and data bases with diverse audiences
5. Collaborate with MCCS campuses and local colleges and universities to seek partnerships and collaborations to enhance KVCC's ability to employ and retain faculty/staff
6. Contact Human Resources departments at area higher education institutions to seek these partnerships and collaborations

Goal 4: Enhance Curriculum to Promote Diversity

Goal 4: 2005-2006

Objective 4.1 and 4.2

1. Conduct diversity inventory to capture new courses with diversity themes and existing diversity activity in coursework throughout all academic departments

Goal 5: Develop and Maintain an Inventory of Resources, Contacts, and Best Practices that Strengthen Diversity

Goal 5: 2005-2006

Objective 5.1

1. DOC will contact new community member to sit on Diversity on Campus committee beginning September 2005

Objective 5.2

1. DOC will report diversity activities and plans to KVCC community at Professional Development meeting one (1) time per year beginning August 2005

Objective 5.3

1. One (1) member of the DOC will attend one (1) diversity event each year

Goal 6: Develop and Maintain an Audit Process to Measure Progress of Diversity Initiatives on Campus

Goal 6:2005-2006

Objective 6.1

1. DOC will utilize inventories to analyze data regarding diversity on campus

Objective 6.2

1. DOC and KVCC administration will develop diversity benchmarks related to our goals to evaluate our campus progress in all areas of diversity at KVCC

Appendix 2: Student Enrollment Data by Year

Students Enrolled for Credit	Total Full-Time Students	Total Part-Time Students	Grand Total All Students
<u>Men</u>			
Nonresident Alien	0	0	0
Black, Non-Hispanic	0	1	1
American Indian/Alaska Native	4	3	7
Asian Pacific Islander	0	0	0
Hispanic	2	5	7
White, Non-Hispanic	146	229	375
Race/Ethnicity Unknown	23	108	131
Total Men:	175	346	521
<u>Women</u>			
Nonresident Alien	0	0	0
Black, Non-Hispanic	0	0	0
American Indian/Alaska Native	3	6	9
Asian Pacific Islander	1	4	5
Hispanic	1	6	7
White, Non-Hispanic	365	603	968
Race/Ethnicity Unknown	29	228	257
Total Women:	399	847	1,246
Grand Total:	574	1,193	1,767

Appendix 3: Employee Data by Year

Appendix 4: Curricular Data, Bi-Annual

Allied Health

Intro to Health Information Technology
Legal, Ethical, and Regulatory Issues
Alternative Health Care Settings
Occupational Therapy Across the Lifespan
Residential Care Specialist
Certified Residential Medications Assistant
Substance Abuse Counseling for Special Populations
Psychosocial Rehabilitation
Mental Health and Aging
Case Management
Experiential Education

Business

The Changing Workplace
Supervisory Management
Personal Advertising and Selling
Experiential Education

Humanities and Social Sciences

Multi-Cultural Nature of Society
Introduction to Sociology
Introduction to Literature
Professional Writing
Educating Children with Disabilities
Strategies for Teaching Students with Disabilities
Language Development
Communication Disorders
Introduction to Phonology: Phonetics
Introduction to Audiology: Hearing Impairments
Psycho-Social Needs of Students with Disabilities
Foundation of American Education
Adapting Instruction: Mathematics/Sciences
Adapting Instruction: Reading/Language Arts
Practicum: Special Education Field Experience
Communications in the Workplace
Speech Communications
Introduction to Contemporary Ethics
Experiential Education

Mathematics and Science

Experiential Education

Nursing

Nursing Across the Lifespan
Experiential Education

Trades and Technology

Experiential Education

Appendix 5: Resource Data by Year

Appendix 6: Audit Data by Year