

Diversity Council

Inspiring a Mindful and Inclusive Community

2007-2011 Strategic Plan Forging Connections: Serving Community Needs

Goals	Chair/Liaison/Focus	2007/2008
<p>Direction One Promoting Excellence in Teaching and Learning Goals 1.1 Ensure that the priorities of teaching and learning are paramount in departments, courses and programs. 1.2 Adapt the design and delivery of courses, programs and services to address changing educational and training needs. 1.3 Create a culture of assessment that celebrates improvement while addressing accountability. 1.4 Foster an environment of academic honesty and integrity while infusing an atmosphere of respect and responsibility throughout the College community. 1.5 Implement policies and processes for ensuring student success in our expanding distance learning programs. 1.6 Integrate global perspectives into academic and co-curricular programs.</p>	<p>Chair: Chris Otero-Piersante Council Liaison: Craig Rand</p> <ul style="list-style-type: none"> ▪ Professional Development ▪ Teaching and Learning ▪ Alice Holloway Young, Ed. D. Diversity Series 	<p>Third Annual Alice Holloway Young, Ed. D Diversity Series: The Power of Diversity Series Nov 15 & 16. Keynote speaker, Gary Howard author of “We Can’t Teach What We Don’t Know”, presented, “Moving from Mindfulness to Meaningful Practice”. He examined the individual’s journey toward “the will and the ability to form authentic and effective relationships across difference.” He also introduced in workshop sessions the stages of institutional growth and facilitated conversations among faculty, staff, students, administrators. The 2 days included 3 workshops, 2 keynote presentations, luncheon meeting, book signing and reception held at both Brighton & DCC. First time Series held at DCC.</p> <p>Brown Bag Session Jan 9th attended by 26 Diversity Council and Subcommittee members. Diversity Council Co-chairs led follow-up session to diversity conversation began with Gary Howard, subcommittee plans for spring’08, feedback from President and diversity role in Presidential search.</p> <p>CDO purchased from budget videos and books for Teaching & Creativity Center to supplement diversity resource materials.</p>
<p>Direction Two Enriching and Broadening the Student Experience Goals 2.1 Foster an atmosphere that encourages and promotes citizenship, civility and civic engagement.</p>	<p><i>The charge for this strategic direction sub-committee is to plan, organize and implement quality programming and events that enhance the student life experience of diversity at MCC, that engage students in dialogue addressing issues of civility and inclusion, and that foster greater international awareness</i></p>	<p>Invited students representing diverse groups to share and discuss their interests and concerns at subcommittee meetings. Successful format for listening and learning from students.</p> <p>Dialogues on Diversity held May 2nd featuring the film, “Anyone & Everyone” followed by panel discussion with guest facilitator, Scott Fearing of the</p>

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<p>2.2 Empower students to take responsibility for their educational success and engagement in the life of the College and the community.</p> <p>2.3 Maximize student learning opportunities through partnerships and collaborations.</p> <p>2.4 Prepare students to engage in a global economy and culturally diverse world.</p> <p>2.5 Expand learning opportunities beyond the classroom</p>	<p><i>and global citizenship.</i></p> <p>Chairs: Shirley Battista-Provost, Marlene Fine, Don Beech, Bess Watts Council Liaison: Craig Rand</p> <ul style="list-style-type: none"> ▪ Mentoring 	<p>Gay Alliance of the Genesee Valley. Co-sponsors included: Campus Center, Diversity Council, MCC Pride Alliance and WXXI.</p>
<p>Direction Three Responding to Enrollment, Community and Workforce Needs Goals</p> <p>3.1 Enhance the College's visibility, positive image and brand through marketing, public relations and other strategies.</p> <p>3.2 Increase market share of currently served populations and identify new student cohorts.</p> <p>3.3 Maintain and develop new partnerships with high schools, colleges and community organizations in an effort to increase enrollment.</p> <p>3.4 Pursue and expand partnership</p>	<p>The College will respond to community and workforce needs by strengthening enrollment initiatives and strategic partnerships. Competition for student enrollment will increase dramatically due to projected declines in the Monroe County population and high school enrollment.</p> <p>“Evolving industry needs and expectations will require the College to train and educate a competitive workforce to support and strengthen the local economy. Mutually beneficial partnerships with community-based organizations and government agencies will continue to emerge.”</p> <p>Chairs: Hezekiah Simmons, James Winston, Emeterio Otero</p> <p>Council Liaison: Charlotte Downing</p>	<p>Established Council term lengths of 1, 2, 3, years with one third of Council rotating each year. Max term: 6 yrs.</p> <p>Planned and sponsored a successful Community Partnership Conference Oct 9th that included a diverse number of community organizations and participation by more than 20 college departments who hosted table displays. Speakers: Emeterio Otero, Barbara Connolly, Tony Felicetti, Andy Freeman, Mary Rizzo. President Flynn addressed the group, while Hezekiah Simmons gave the welcome and James Winston served as MC.</p> <p>Diane, Char & Craig presented at the 2008 Innovations Conference, League for Innovation in the Community College, Denver, CO, “Inspiring a Mindful and Inclusive Community 365 Days A Year.”</p> <p>Diversity Council Co-chairs attended the Diversity & Assessment Conference at St. John Fisher College May '07</p> <p>Diversity Council Co-chair attended Workforce</p>

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<p>opportunities with business and community organizations in response to changing workforce and community needs. 3.5 Position the College among business and community leaders as a key component in the economic future of this community. 3.6 Track and assess college-wide retention initiatives and implement retention strategies while maintaining academic excellence.</p>	<ul style="list-style-type: none"> ▪ Diversity Structure ▪ Partnership ▪ Community 	<p>Diversity Network Meeting April 17 held at United Way of Greater Rochester. Presentation, "The Leadership Secret of Gregory Goose," Workshop focused on developing key leadership capabilities for a diverse workforce. Viewed video and worked in small groups.</p> <p>Diversity Council Co-chair attended 2nd Inter-Collegiate Diversity Agora held at RIT May 2nd. The meeting of representatives from 30 public and private colleges working on diversity originally put together by Wells college last summer was well attended. Meeting purpose is to share ideas and strategies and find collaborations between colleges and universities.</p>
<p>Direction Four Building Upon Human Capital Goals 4.1 Assess and strengthen recruitment initiatives. 4.2 Implement strategies to ensure diversity and inclusion. 4.3 Identify and train individuals in preparation for future leadership positions at the College. 4.4 Orient new employees and integrate them into the culture and life of the College. 4.5 Implement processes for ensuring an appropriate alignment of workload and job responsibilities. 4.6 Encourage and support professional and personal growth through development activities and training</p>	<p><i>Identify recruitment and hiring practices that will ensure the high quality, diverse administration, faculty and staff needed to realize/actualize/implement the college's mission and strategic direction. The other focus is to identify initiatives and strategies that provide effective mentoring, professional development programs and leadership opportunities that support the retention of our employees in an atmosphere of inclusion and open communication for lifelong learning.</i></p> <p>Chairs: Carol Adams, Anne-Marie John, JoAnn Santos, Karen Morris Council Liaison: Craig Rand</p> <ul style="list-style-type: none"> ▪ Recruitment/Hiring ▪ Affinity Groups ▪ Leadership: AALDP, HLDP, Kaleidoscope, Mosaic Partnership ▪ Alice Holloway Young Internship 	<p>AHY Interns/ Mentors reception & discussion Oct</p> <p>Diversity leadership supported HR audio conference, "Mentoring Minority Faculty"</p> <p>2007 AHY Diversity Series keynote speaker, Gary Howard presented 3 hour workshop for the Leadership Academy Nov 16</p> <p>2nd Annual Hiring Symposium held Jan 8th</p> <p>Pocket calendars distributed by Diversity Council members to college community after "All College Day" program and at the luncheon Aug '07 with the theme, "Diversity and Inclusion: A 365 Day-a-Year Event."</p> <p>New Council members appointed: Robert DeFelice, Karen Morris Council members resigned: Tracy Archie because she left the college for a new position; Barbara O'Connell after serving 15 plus years chose to serve on subcommittee and provide opportunity for a new member under the reorganized council structure</p> <p>Latino Affinity Group met throughout the year and</p>

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		<p>hosted meetings at Brighton and Damon City Campuses under the leadership of Jo Ann Santos and Shirley Battista-Provost. They sponsored "Roundtable Discussions" and distributed a survey on the Latino experience at MCC date _____. A summary report was sent to Diversity Council.</p> <p>Latino Affinity Group held a naming contest. The winning entry voted by the majority of participants is Professional Latinos United for Success, PLUS</p> <p>African American Affinity Group launched under the leadership of Melany Silas & Karla Baxter, Co-chairs.</p> <p>AAAG hosted several meetings throughout the year at Brighton and Damon City Campuses. Also held a Kwanzaa celebration which attracted new participants.</p> <p>GLBT Training Session facilitated by Scott Fearing of the Gay Alliance of the Genesee Valley held</p>
<p>Direction Five Enhancing our Physical Environment Goals 5.1 Design, enhance and maintain high quality, multifunctional facilities. 5.2 Promote and implement energy conservation and viable sustainability initiatives. 5.3 Capitalize on the development of the Renaissance Square project as the educational hub of the city.</p>	<p><i>To enhance the physical environment of our diverse student and employee population while creating aesthetically pleasing surroundings that encourage the exploration of a broad spectrum of ideas through respectful communication and high quality learning for all. We recognize the importance of art, technology and human creative power in providing some solutions to our diversity challenges.</i></p> <p>Chair: Robert DeFelice Council Liaison: Charlotte Downing</p>	<p>Diversity Council co-chairs wrote Strategic Planning grant in support of display cases and a commemorative sign for an Alice Holloway Young, Ed. D Power of Diversity Series to raise awareness among the college community, promote the value of diversity and increase opportunities to discuss integrating diversity in our lives.</p> <p>New Council member, Bob DeFelice convened the subcommittee and several meetings held spring semester planning strategies to add art work at the Brighton campus reflective of diversity and inclusiveness.</p> <p>Subcommittee will lead the implementation of the Strategic Planning grant. In addition, recommendation to develop a dynamic display to engage students, faculty, staff as a complement to</p>

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		<p>the static display. Bob is working with Dale Mallory, ETS to explore technology options in support of an interactive display.</p> <p>It is expected that, after consultation with members of the Diversity Council – Direction 5 Committee and appropriate others in the College community, Bob De Felice, Committee Chair, will submit a funding proposal to the Diversity Council Internal Funding Competition for the purpose of acquiring technology to create interactive displays highlighting the Alice H. Young Diversity Speaker Series and other diversity efforts on the Brighton and Damon City Campuses. A major focus during spring 2008 of the Direction 5 Committee has been on how we can encourage student awareness and involvement by creating aesthetically pleasing and engaging displays. The inclusion of technology would speak directly to our Areas of Focus. “We recognize the importance of art, technology, and human creative power in providing solutions to our diversity challenges.”</p>
<p>Direction Six: Responding to Fiscal Challenges Goals</p> <p>6.1 Garner financial support from individuals, corporations and private foundations.</p> <p>6.2 Implement a college-wide resource management program that maximizes the use of the College’s resources.</p> <p>6.3 Identify cost-saving strategies that recognize pressing fiscal realities.</p> <p>6.4 Increase county, state and federal support</p>	<p><i>Committee will strive to ensure that initiatives related to Diversity and Inclusiveness remain an integral component of the College operating budget despite future budgetary constraints.</i></p> <p>Chair: Pat Bates Council Liaisons: Charlotte Downing & Craig Rand</p> <ul style="list-style-type: none"> ▪ Budget ▪ Grants ▪ Awards 	<p>Subcommittee distributed survey to faculty, chairs, deans to ascertain their funding needs in support of diversity initiatives.</p> <p>Submitted Strategic Planning Grant proposal for Diversity Display cases. Grant approved for the Diversity Display project to be completed during the ‘08/’09 year.</p> <p>Diane, Char, Craig made Presentation to Vice presidents to request funding to support diversity initiatives and to serve as the primary source for funding similar to Strategic Planning Grant process and administration.</p> <p>Vice presidents approved an allocation of \$20,000 to</p>

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		<p>support diversity initiatives for the next academic year '08/'09.</p> <p>Subcommittee developed Diversity Council funding request guidelines and application for implementation next year, Tribune announcement 5/16/08 to alert the college community of the Diversity Awards and process for submission.</p>
<p>Direction Seven Enhancing the Learning Environment through Technology Goals</p> <p>7.1 Encourage and support new discipline- and department -specific technology initiatives and training.</p> <p>7.2 Capitalize upon technology to increase access to College programs, academic support and student services.</p> <p>7.3 Provide support for expanded distance learning initiatives</p> <p>7.4 Continue to maintain and upgrade the technology infrastructure in support of student learning, teaching and support services.</p> <p>7.5 Implement strategies to maximize the effective and efficient use of technology.</p> <p>7.6 Develop comprehensive and financially responsible strategies to maximize technology</p>	<p>Chairs: Emeterio Otero, Council Liaison: Charlotte Downing</p> <ul style="list-style-type: none"> ▪ Website ▪ Digital Divide 	<p>Diversity & Inclusiveness website launched Sept. that includes the following links: Diversity Council, Diversity Calendar, AHY Diversity Series, AHY Internship, Strategic Directions, College Mission, Campus Resources, Stories and more</p> <p>Added UR Multicultural Calendar link to website</p> <p>Added 2005, 2006, 2007 Diversity Series keynote presentations added to website</p>

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