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Tracy Archie

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Donald Beech

Charlotte Downing

Ann Marie John

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Barbara O'Connell

Christopher Otero-Piersante

James Winston

Marilyn Christian

Roberta McKechney

Sal Anchondo (Deceased)

**Division Coordinators**

Academic Services,  
Carol Adams

Administrative Services,  
Hezekiah Simmons

Educational Technology  
Services, Carol Battles

Student Services,  
Marlene Fine

Damon City Campus,  
Emeterio M. Otero

**Diane M. Cecero,  
Chief Diversity Officer**

# Diversity Council 2003-2006

## MONROE COMMUNITY COLLEGE

### Presidential Leadership

**President Flynn:**

- Appointed Affirmative Action Chairperson
- Appointed College General Counsel to continue as liaison to President and serve as College Affirmative Action Officer
- Held focus groups with selected group of employees to discuss issues impacting employees of color
- Approved and endorsed name change, Affirmative Action Committee to Diversity Council.
- Charged the Council to serve in an advisory and support role to the college administration
- Supported Council Retreat

**Outcome:**

Created College Diversity issues timeline

Clarified Council's Role

Created Purpose Statement

Recruitment and Hiring Retention

*Professional Development*

- MCC piloted Cornell University Inclusion Survey
- Supported Second Council Retreat, Facilitator, Susan Woods, Cornell University

**Outcome:**

Affirmed purpose and identified priority areas

- Highlighted Council in All College Day remarks
- Consulted with Council regarding student climate issues
- Encouraged participation in Inclusion Survey
- Approved Council recommendation to launch a Diversity series named for Dr. Young
- Named Chief Diversity Officer

### Council Initiatives

• Review of Affirmative Action Forms

• Review of Dr. Alice H. Young Internship program

• Diversity Interest Group adopted as part of Diversity Council

• Inclusion Survey subcommittee identified highlights and major communication points from survey

• Retention subcommittee reviewed current demographics of employees

• Diversity Interest Group ongoing work to support diversity education

• Alice Holloway Young Ed.D. Diversity Series

*“Valuing diversity requires that we all be willing to respect and attempt to understand the full range of thought and feeling of others’ views. To achieve this dialogue, we strive to maintain open and unprejudiced minds; we suspend our final judgment, and seek to enter into other’s views and knowledge. The MCC community supports learning and activities that enhance our knowledge, awareness, and appreciation of diversity.”*

## Projects and Activities

- Diversity Council views and discusses the movie “CRASH”
- Dr. Alice Young Interns reception held for employees of color
- Recognition and celebration of hiring interns into full time tenure track appointments
- Council members participated in Cornell University summer institute on Diversity and Inclusion.
- Inclusion survey was distributed to campus community
- Survey affirms Council purpose areas
- Joined Rochester Workforce Diversity Network
- MCC supports the Rochester National Diversity Conference
- Explored faculty recruitment opportunities with Howard University, Bennett College for Women and other Historically Black Colleges and Universities

## Alice Holloway Young, Ed.D. Diversity Series

### Launched Diversity Series

Goal: To increase and maintain ongoing dialogue across the College regarding diversity and inclusion.

November 4, 2005

Inaugural Presentation, “Power of Diversity,” Dr. Johnnetta B. Cole, President, Bennett College for Women

President’s Luncheon, “How can I as a person of influence embrace diversity and contribute to the change in culture of the college?”

December 6, 2006

“Unintentional Intolerance, What Nice People Need to Know”, Dr. Steve L. Robbins, Director of the Diversity & Inclusion Fellows Institute at Michigan State University

Chief Diversity Officer’s Luncheon, “Removing Roadblocks to Diversity”

## Chief Diversity Officer/New Council Framework

- Chief Diversity Officer addressed Diversity Council changes with President
- President approved new Diversity Council structure and framework
- Adopted Strategic Planning Model
- Council’s Strategic Goal is to elevate Diversity as a core value embraced throughout the organization structure utilizing the SPM with the purpose to:
  - Encourage & Educate
  - Listen & Engage
  - Plan & Implement
  - Promote & Celebrate