

Clover Park Technical College Diversity Plan 2009-2012

Vision

Clover Park Technical College welcomes, values, and respects the differences and commonalities of all people. We demonstrate commitment to diversity by celebrating our differences and treating everyone with fairness and respect.

Values

We believe in ...

Accountability
Collaboration
Compassion

Equality
Fairness
Honesty

Inclusion
Openness
Respect

Based on Clover Park Technical College's Diversity Vision and Values, along with the information received through the All Campus Diversity Survey, the following Diversity Plan goals, and strategies were developed:

Our Purpose

The Diversity committee is here to provide feedback and encouragement in support of the goals of the Diversity Plan. Committee Members will serve as liasons to the senior administrators to assist in the achievement of our diversity values and goals.

Diversity Plan 2009-2012

Goal	Strategy	Action	Department Responsible	Due Date	Budget Proposal
<p>1. <u>Training</u>: Increase the level of awareness & knowledge of diversity among students and employees.</p>	a) Diversity requirement for degree-seeking students.	a1) The diversity subcommittee of the curriculum committee will implement a diversity component to all degrees.	a1) Instruction - Curriculum Committee Diversity Sub to set benchmarks and a timeline for task completion.		NC
	b) Professional development and staff training on diversity issues.	b1) College adopt a mandatory employee diversity training and Continue ongoing diversity training for faculty and staff.	b1) President & VP/Cabinet		\$500 (brochures)
		b2) More campus events and programming designed to promote Diversity.	b2) Student Services		\$5,000
		b3) Offer an online training module regarding understanding and identifying bias and stereotypes.	b3) HR & Carol Orr E-Learning		\$500
	c) Provide ongoing resources on diversity for faculty and staff.	c1) Library should offer and maintain diversity resources and information.	c1) Library		\$700
	d) Create experiences for diverse groups of students and employees to work collaboratively to facilitate relationship building.	d1) Include diversity expectations and values in committee operating procedures	d1) All Campus Committees	Ongoing	NC

Goal	Strategy	Action	Department Responsible	Due Date	Budget Proposal
<p>2. <u>Personnel</u>: College staff, faculty, and administration will reflect the diversity of the community we serve. CPTC will provide equal opportunities for people of all backgrounds in areas of recruitment, retention, professional development, and promotion.</p>	<p>a) A review of the recruitment and hiring process to ensure that diversity is promoted and the the process is equitable.</p>	<p>a1) Provide a diversity/bias training component for members of hiring committees.</p>	<p>a1) HR</p>		<p>\$3,000</p>
		<p>a2) Conduct an assessment of recruiting announcements/ads, soliciting input from campus community to assure that position announcements are advertised to diverse groups, organizations and potential applicants.</p>	<p>a2) HR will send email to All-Staff advertising an open position with a link and disclaimer to internal applicants.</p>		<p>NC</p>
	<p>b) Efforts to increase the retention of diverse staff.</p>	<p>b1) Consider the addition of a diversity-related question to the exit survey to determine if the diversity climate of the campus is affecting retention.</p>	<p>b1) HR will add a diversity question to existing exit survey.</p>		<p>NC</p>
		<p>b2) Continue yearly Diversity surveys to check in with employees and identify successes and challenges.</p>	<p>b2) Diversity Committee Surveys.</p>		<p>NC</p>
		<p>b3) Increase mentoring efforts to ensure that qualified internal candidates, including those candidates have opportunities for retention and promotion.</p>	<p>b3) Diversity Committee & HR to offer training workshops and mentoring.</p>		<p>NC</p>
	<p>c) Increased support for employees to attend diversity trainings, activities, workshops and conferences on diversity-related topics, including those that focus on strategies for implementing and promoting campus change.</p>	<p>c1) Provide reasonable flexibility in employee work schedules to encourage attendance at diversity trainings.</p>	<p>c1) All Departments</p>		<p>NC</p>
		<p>c2) Identify funding resources and/or allocate funds for both on-campus training and employee expenses for off campus events such as NCORE.</p>	<p>c2) All Departments</p>		<p>NC & \$7,500</p>

Goal	Strategy	Action	Department Responsible	Due Date	Budget Proposal
<i>Goal 2. Continued</i>		c3) Individual departments should emphasize the importance of diversity as a core element of the college's mission.	c3) All Departments		NC
		c4) Support for faculty and staff to attend			
3. <u>Students</u> : The college environment fosters awareness of diversity through expanded educational programs, sponsored activities, and student services. CPTC will improve the participation of students of diverse cultures and backgrounds both in the College and in programs in which they have traditionally been underrepresented.	a) Improve awareness among minority students about grants and financial aid opportunities available to them.	a1) Expand Bulletin Board advertising Scholarship & funding opportunities to include special populations.	a1) Presidents Office, Foundation, Financial Aid and Student Services to put up a new Bulletin Board in Bldg. 17		\$2,000
		a2) Provide workshops to help students research and complete applications for funding.	a2) Student Services & Financial Aid		NC
	b) Expand recruiting efforts in programs where minority students are underrepresented.	b1) Conduct research to identify programs in which protected and non-traditional" populations are underrepresented.	b1) Institutional Researcher		NC
	c) Encourage diverse representation, understanding, and awareness about diversity issues within student government.	c1) Continue the addition of a diversity awareness question to the student government application.	c1) Student Services & ASG		NC
		c2) Continue diversity training as a component of the training process for new student government officers and participants.	c2) Student Services (ASB Funds)		NC

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<p><u>4. Campus and Environment:</u> CPTC will offer a physical environment that is inviting and accessible for all students, faculty, staff, and visitors which allows for full participation in the life and work of the College community.</p>	<p>a) Diverse populations are represented in campus signage & art.</p>	<p>a1) Maintain a "photo bank" of photos that include special populations for use in publications and signage.</p>	<p>a1) College Relations</p>		<p>NC</p>
		<p>a2) Display multicultural artwork on campus</p>	<p>a2) Vice president of Facilities and Diversity Committee.</p>		
		<p>a3) Add signage in foreign languages, braile and audio options on campus.</p>	<p>a3) Vice President of Facilities and Diversity Committee</p>		
	<p>b) Campus is fully accessible to allow full participation of all individuals in classes, programs, and activities.</p>	<p>b1) Continue to evaluation accessibility of the College.</p>	<p>b1) Facilities and All Departments.</p>		<p>TBD</p>
	<p>c) Ensure that campus offices and common space reflect diverse cultures and populations.</p>	<p>c1) Develop a campus-wide policy regarding holiday/seasonal decorations that considers the diverse beliefs of our campus community.</p>	<p>c1) Policies and Procedures Committee</p>		<p>NC</p>
	<p><u>5. Grants, Funding, and Outside Resources:</u> CPTC will pursue outside funding resources to further diversity efforts and ensure that diversity components are included in applications for grant and supplemental funding.</p>	<p>a) Seek out grant funding specifically for diversity activities, trainings, initiatives, and events.</p>	<p>a1) Add an action item related to diversity to the Resource Development Action Plan</p>	<p>a1) Grants (Resource Development and Grant Dept and Disabilities.</p>	
<p>a2) Identify appropriate venues for diversity related funding.</p>			<p>a2) Grants (Resource Development)</p>		<p>NC</p>
<p>b) Build in diversity components to existing grant applications.</p>		<p>b1) Consider a broad definition of diverse populations (such as those identified in this plan) when seeking funding.</p>	<p>b1) Grants (Resource Development)</p>		<p>NC</p>

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6. Culture: CPTC will work to create systemic change of the campus culture to a more inclusive environment that values and respects diversity.	a) Develop Strategies to evaluate the change in the campus environment.	a1) Research campus baseline data and evaluate change.	a) Diversity Committee and Institutional Researcher		NC
	b) On-campus conferences, workshops, and events that promote diversity.	b1) Continue to offer activities and events that promote diversity.	b1) Student Services, Instruction and HR.		NC

Total Proposed Budget:					\$20,000
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NC – No Cost

Note: The Diversity Committee felt strongly that we should make some suggestions for strategies based on the All-Campus Diversity Survey. There are certainly more strategies that can be identified. The Action column will be completed and/or updated by each department responsible.