

Anne Arundel Community College
Diversity Plan
2008-2015

Anne Arundel Community College values diversity of race, religion, age, gender, sexual orientation, nationality, ethnicity, ability, socioeconomic status, and culture, among its own students, faculty, and staff as well as within our local, national, and global communities. We are committed to creating and sustaining a college culture and climate that is welcoming, inclusive, respectful and free from discrimination, intolerance and harassment. We prioritize recruiting, retaining, and supporting a diverse student population and a diverse workforce. And we believe that the study of diversity is an essential part of contemporary education, so our students study how ideas about diversity are shaped by culture, affect the way people think and live, and depend on complex systems of power and privilege. This Diversity Plan is the product of collaboration among all members of the Anne Arundel Community College and it reflects our mutual commitment to recognizing, appreciating, and supporting diversity.

GOAL 1: Create and sustain a college culture and climate that welcome and support diversity.

Strategy 1.1: Assess campus climate

Action 1.1.1: Review available college climate data and identify issues of concern/gaps related to diversity (Strategic Plan Action 7.09S.a with “related to diversity” added)

Action Begin:	Action End:	Facilitator:
2007	2007	President

Action 1.1.2: Review findings from the PACE surveys and forward appropriate recommendations (Strategic Plan Action 8.01S.a)

Action Begin:	Action End:	Facilitator:
2007	2007	President

Action 1.1.3: Compile an initial report on the state of diversity on campus, including data gathered by the Minority Achievement Report, and distribute to the college community and the Board of Trustees

Action Begin:	Action End:	Facilitator:
2008	2008	Diversity Committee

Strategy 1.2: Create an inclusive college climate

Action 1.2.1: Incorporate diversity into student orientation and other co-curricular activities

Action Begin:	Action End:	Facilitator:
2008	2010	Vice President, Learner Support Services

Action 1.2.2: Review all college public relations and promotional materials to reflect the college's commitment to diversity

Action Begin:	Action End:	Facilitator:
2008	2008	Vice President, Learning Resources Management

Action 1.2.3: Assess and ensure the accessibility of facilities at all AACC locations

Action Begin:	Action End:	Facilitator:
2008	2008	Vice President, Learning Resources Management

Action 1.2.4: Determine if transportation problems present a barrier to college recruitment and retention and address transportation issues

Action Begin:	Action End:	Facilitator:
2008	2009	Vice President, Learner Support Services

Action 1.2.5: Create and publish a Diversity Events Calendar for AACC

Action Begin:	Action End:	Facilitator:
2008	2009	Diversity Committee and Vice President, Learning Resources Management

Action 1.2.6: Create a Diversity and Multicultural Center

Action Begin:	Action End:	Facilitator:
2008	2010	President

Action 1.2.7: Support the creation of visible support networks of administrators, staff, faculty and students who are devoted to creating and sustaining a college culture and climate that is welcoming, inclusive, respectful and free from discrimination, intolerance and harassment

Action Begin:	Action End:	Facilitator:
2008	2015	Diversity Committee

Strategy 1.3: Develop workforce and leadership with a high level of diversity sensitivity across the institution

Action 1.3.1: Identify content of diversity training

Action Begin:	Action End:	Facilitator:
2008	2009	Vice President, Learning Resources Management

Action 1.3.2: Deliver mandatory diversity training to all employees (Strategic Plan Action 7.09S.d)

Action Begin: 2008 Action End: 2009 Facilitator: Vice President, Learning

Action 1.3.3: Train a cohort of on-campus trainers skilled in facilitating workshops on diversity

Action Begin: 2009 Action End: 2010 Facilitator: Vice President, Learning

Action 1.3.4: Provide professional development opportunities related to diversity to support attainment of a climate that fully embraces inclusion so that all employees recognize, value, and effectively manage differences and assist in the creation of a mutually respectful, inclusive, and equitable community

Action Begin: 2009 Action End: 2010 Facilitator: Vice President, Learning

Action 1.3.5: Incorporate diversity into staff and faculty orientation and administrative and supervisory/management training programs

Action Begin: 2008 Action End: 2009 Facilitator: Vice President, Learning

GOAL 2: Develop and implement a comprehensive system of responsibility and accountability for advancing the goals of the diversity plan.

Strategy 2.1: Create an administrative/organizational structure as well as assessment and reporting process that makes clear who is responsible for different diversity initiatives on campus

Action 2.1.1: Establish leadership roles for the President and administrators of the college in prioritizing a college culture and climate that welcome and support diversity

Action Begin: 2008 Action End: 2008 Facilitator: President

Action 2.1.2: Publish a presidential statement on "The Importance of Diversity"

Action Begin: 2008 Action End: 2008 Facilitator: President

Action 2.1.3: Encourage collaboration between the facilitators of Strategic Plan action items and the Diversity Committee

Action Begin: Ongoing Action End: Facilitator: Diversity Committee

Action 2.1.4: Hire a Diversity Director who will oversee diversity initiatives at the college and coordinate fundraising efforts with the AACC Foundation for such initiatives

Action Begin: 2008 Action End: 2010 Facilitator: President

Strategy 2.2: Demonstrate continuous support for diversity initiatives

Action 2.2.1: Ensure that diversity initiatives are adequately funded

Action Begin: Annually Action End: Facilitator: President

Action 2.2.2: Continue to develop the college's Diversity Plan

Action Begin: Annually Action End: Facilitator: Diversity Committee

Action 2.2.3: Review existing diversity initiative indicators and include new diversity initiative indicators among the Strategic Plan indicators of the Annual Institutional Assessment Report

Action Begin: 2008 Action End: 2008 Facilitator: Vice President, Learner Support Services

Action 2.2.4: Develop a process model to annually review and update the Diversity Plan

Action Begin: 2008 Action End: 2008 Facilitator: Diversity Committee

GOAL 3: Recruit, retain, and support the success of a diverse student population, especially those from underrepresented groups.

Strategy 3.1: Explore and address issues relating to under-served and under-enrolled student population to enhance outreach and reduce barriers to enrollment

Action 3.1.1: Identify initial target population of under-served and under-enrolled students (Strategic Plan Action 3.08S.a)

Action Begin: 2007 Action End: 2007 Facilitator: Dean, Student Services

Action 3.1.2: Explore programs and services that have traditionally attracted male students (Strategic Plan Action 3.08S.b)

Action Begin: 2007 Action End: 2007 Facilitator: Dean, Student Services

Action 3.1.3: Identify new and existing programs that attract male students (Strategic Plan Action 3.08S.c)

Action Begin: Action End: Facilitator:
2007 2007 Dean, Student Services

Action 3.1.4: Conduct a comprehensive retention analysis focusing on the various segments of the college population (Strategic Plan Action 3.08S.d)

Action Begin: Action End: Facilitator:
2007 2007 Dean, Student Services

Action 3.1.5: Measure, track and report retention rates of minority students compared to non-minority students

Action Begin: Action End: Facilitator:
Annually Vice President, Learner Support Services

Action 3.1.6: Ensure that all college promotional materials that reflect the college's commitment to diversity are accessible to diverse populations of students.

Action Begin: Action End: Facilitator:
Annually Vice President, Learner Support Services

Strategy 3.2: Identify and implement varied teaching approaches to support the learning of diverse populations

Action 3.2.1: Identify measurable outcomes to assess effectiveness of initiatives/strategies aimed at closing the "performance gap"

Action Begin: Action End: Facilitator:
2008 2009 Vice President, Learning

Action 3.2.2: Develop appropriate interventions for learning-disabled students based on best practices (Strategic Plan Action 2.12S.d)

Action Begin: Action End: Facilitator:
2007 2009 Vice President, Learner Support Services

Action 3.2.3: Develop appropriate interventions for minority students based on best practices (Strategic Plan Action 2.12S.c)

Action Begin: Action End: Facilitator:
2007 2009 Vice President, Learner Support Services

Action 3.2.4: Train faculty in pedagogical theories and practices that support the learning of diverse populations

Action Begin: Action End: Facilitator:
2008 2009 Vice President, Learning

Strategy 3.3: Increase programming and support services for diverse student populations including those whose native language is not English

Action 3.3.1: Collect and analyze performance data for English As a Second Language (ESL) students (Strategic Plan Action 2.12S.a with “minority and learning-disabled students” omitted)

Action Begin: 2007 Action End: 2009 Facilitator: Dean, School of Continuing & Professional Studies

Action 3.3.2: Develop appropriate interventions for ESL students based on best practices (Strategic Plan Action 2.12S.b)

Action Begin: 2007 Action End: 2009 Facilitator: Dean, School of Continuing & Professional Studies

Action 3.3.3: Develop a Hispanic/Latino Outreach program (Strategic Plan Action 3.03S.a with “Latino” added)

Action Begin: 2007 Action End: 2008 Facilitator: Dean, Student Services

Action 3.3.4: Develop and monitor outreach programs for other minority groups as needed.

Action Begin: 2008 Action End: 2010 Facilitator: Vice President, Learner Support Services

Action 3.3.5: Include ESL student needs in planning for new World Languages learning lab (Strategic Plan Action 3.03S.b)

Action Begin: 2008 Action End: 2010 Facilitator: Dean, School of Arts and Sciences

Action 3.3.6: Explore opportunities to enhance and expand ESL and adult learning opportunities through both open enrollment and contractual opportunities to meet the needs of both individuals, businesses, and organizations in the county (Strategic Plan Action 3.06S.a)

Action Begin: 2007 Action End: 2009 Facilitator: Executive Director, Center for Workforce Solutions

Action 3.3.7: Identify student services programs to support the success of diverse student populations, including transitional and at-risk (developmental and minority) students

Action Begin: 2008 Action End: 2008 Facilitator: Vice President, Learner Support Services

Action 3.3.8: Implement expanded student services programs to support the success of diverse student populations, including transitional and at-risk (developmental and minority) students

Action Begin:	Action End:	Facilitator:
2009	2009	Vice President, Learner Support Services

Strategy 3.4: Enhance global opportunities and international partnerships for students, faculty and staff

Action 3.4.1: Expand and strengthen opportunities for international study in all disciplines (Strategic Plan Action 3.04S.a)

Action Begin:	Action End:	Facilitator:
2008	2010	Vice President, Learning

Action 3.4.2: Seek training opportunities in the international market place (Strategic Plan Action 3.04S.b)

Action Begin:	Action End:	Facilitator:
2008	2009	Executive Director, Center for Workforce Solutions

Strategy 3.5: Enhance access to educational and training opportunities as an extension of community outreach initiatives

Action 3.5.1: Develop training partnerships with local Workforce Investment Boards to address the needs of the unemployed and underemployed (Strategic Plan Action 3.06S.b)

Action Begin:	Action End:	Facilitator:
2007	2009	Vice President, Learning

Action 3.5.2: Continue to enhance relationship with Anne Arundel County Department of Aging and Disabilities (Strategic Plan Action 3.09S.a)

Action Begin:	Action End:	Facilitator:
2007	2015	Dean, School of Continuing and Professional Studies

GOAL 4: Infuse diversity into the curriculum.

Strategy 4.1: Review current curriculum to determine if it incorporates diversity

Action 4.1.1: Review current diversity courses and programs

Action Begin:	Action End:	Facilitator:
2008	2008	Associate Vice President, Learning

Action 4.1.2: Review and strengthen diversity course approval policy and process (Strategic Plan Action 2.05S.b)

Action Begin:	Action End:	Facilitator:
2008	2008	Associate Vice President, Learning

Action 4.1.3: Identify departments or programs that lack diversity curriculum

Action Begin:	Action End:	Facilitator:
2008	2008	Associate Vice President, Learning

Strategy 4.2: Expand curriculum related to diversity

Action 4.2.1: Encourage faculty to address diversity in their courses (Strategic Plan Action 2.06S.a)

Action Begin:	Action End:	Facilitator:
2008	2008	Associate Vice President, Learning

Action 4.2.2: Encourage faculty to develop new diversity courses and curricular programs and new diversity-focused learning communities

Action Begin:	Action End:	Facilitator:
2008	2008	Associate Vice President, Learning

Action 4.2.3: Provide seminars, workshops, and other forms of faculty development to help faculty integrate diversity and multicultural issues in their courses and programs and to develop and propose new courses

Action Begin:	Action End:	Facilitator:
2008	2008	Associate Vice President, Learning

Action 4.2.4: In credit, non-credit and Continuing Education courses, incorporate learning outcomes that address diversity issues

Action Begin:	Action End:	Facilitator:
2008	2009	Vice President, Learning

Action 4.2.5: Develop new transfer programs which have a global and/or diversity focus (Strategic Plan Action 2.14S.a)

Action Begin:	Action End:	Facilitator:
2007	2009	Vice President, Learning

Action 4.2.6: Offer additional continuing education courses on diversity and multicultural issues

Action Begin:	Action End:	Facilitator:
2008	2009	Vice President, Learning

Action 4.2.7: Present educational events, programs and activities that focus on or incorporate diversity, multiculturalism and a global perspective

Action Begin: 2008 Action End: 2009 Facilitator: Vice President, Learning

Action 4.2.8: Develop internal and external collaborations and partnerships to extend diversity and multicultural education to the broader community

Action Begin: 2008 Action End: 2009 Facilitator: President

GOAL 5: Recruit, hire, retain, and promote a diverse workforce.

Strategy 5.1: Enhance workforce diversity through targeted recruitment, hiring, and retention efforts

Action 5.1.1: Identify and address barriers to recruitment, hiring, retention and promotion of diverse faculty, staff, and administrators

Action Begin: 2008 Action End: 2008 Facilitator: President and VPs

Action 5.1.2: Utilize Affirmative Action Plan (AAP) data to identify hiring goals for all job groups

Action Begin: Action End: Facilitator:

Action 5.1.3: Develop and document procedures for collaborating with hiring managers in the recruitment of minority faculty and staff (Strategic Plan Action 7.10S.a)

Action Begin: 2007 Action End: 2007 Facilitator: Executive Director, Human Resources

Action 5.1.4: Develop procedures to orient all search committees to the college's commitment to diversity (Strategic Plan Action 7.10S.c)

Action Begin: 2007 Action End: 2007 Facilitator: Executive Director, Human Resources

Action 5.1.5: Measure retention of minority employees against college-wide employee retention rates

Action Begin: Annually Action End: Facilitator: Vice President, Learning Resources Management

Strategy 5.2: Ensure that creativity, innovation, and high-quality work that support diversity initiatives are recognized and rewarded

Action 5.2.1: Evaluate effectiveness of current internal reward systems and best practices (Strategic Plan Action 7.07S.c)

Action Begin:	Action End:	Facilitator:
2008	2008	Executive Director, Human Resources

Action 5.2.2: Modify the college's formal reward system for all college employees (Strategic Plan Action 7.07S.d)

Action Begin:	Action End:	Facilitator:
2008	2009	Executive Director, Human Resources

Action 5.2.3: Ensure equitable participation of diverse employees for both internal rewards systems and college reward and recognition programs

Action Begin:	Action End:	Facilitator:
2008	2009	President

Action 5.2.4: Recognize individuals and organizational units for advancing campus climate objectives

Action Begin:	Action End:	Facilitator:
2008	2010	President