

“THE MANY SHADES OF DIVERSITY”
THE
DELTA COLLEGE COMMITMENT

SEPTEMBER 2009 REPORT

Delta College actively promotes, advocates, respects and values differences. And we foster a welcoming environment of openness and appreciation for all. Delta does this by being committed to a sustainable vision that cultivates excellence and innovation, and embraces diversity as a core principle in services and perspectives at every level of course development (programs), engagement (outreach), and human resources (leadership, training, and management).

Diversity at Delta College is a process of inclusion and equity for all, creating a learning community which promotes creativity, innovation and growth through education, collaboration and communication.

By creating a culture of diversity at Delta College, we appreciate differences in identity, experiences, expertise, ideas, and opinions of all people. In addition to race and ethnicity, diversity includes perspectives and identities generally underrepresented in the mainstream of our society due to factors such as geography, income and education levels, physical disability and sexual preference. Our programs reflect our nation and college district’s full diversity, broadening the representation as well as perspective.

Delta College’s 2008 – 2011 Strategic Initiatives:

Delta College has embraced a comprehensive Strategic Plan for the academic calendar years 2008 – 2011. Of the many critical strategic priorities, the strategic diversity initiative directs a continuous process to ensure that the college creates a culture that embraces diversity, fosters respect for members of every group, and expands global awareness.

Delta College’s Diversity Task Force:

At the invitation of President Jean Goodnow, thirteen college employees representing the faculty, administrative/professional staff, support staff, and students were brought together in August of 2007 to define how the College’s mission and values promote Delta’s culture of diversity, and then express this commitment to diversity through a comprehensive plan that can be practically woven to the fabric

of the College. This group was also charged with developing an institutional process to assess diversity and reporting this success to the general public.

Delta College Diversity Task Force Members



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Economics



Wendy Burns
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Biology



Thelma Bushong
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Center for
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Connie Colvin
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Delta College Definition of Diversity

Diversity at Delta College is an evolving process of inclusion and equity for all. Diversity represents a learning and work environment of inclusion and equity for students, faculty, and staff that fosters creativity, innovation and growth through education, collaboration and communication. By creating a culture of diversity at Delta College, we welcome and appreciate differences in identity, experiences, expertise, ideas, and opinions of all people.

A Diversity Poster reflecting the above definition resides in every Delta College classroom both on and off campus.

Diversity Key Performance Indicators For Success

Identity/Profile: Annually review faculty/staff and student counts (including student persistence rates) using traditional categories. These profiles will be reviewed with other data such as local population demographics, high school completion rates, other Michigan community colleges' demographic profiles, etc. to assist in the assessment process.

Experience: Focus on broader demographic data such as geographic and economic background cultural and educational background, global experience and personal identity. Gather feedback from students, faculty/staff and the community concerning access and exposure to issues of diversity and recommend changes in response to identified needs.

Expertise: Provide professional development for all employees to increase awareness and understanding of diversity concerns. Each department/division will promote and support ongoing diversity education for all employees through a variety of avenues such as those offered by the Center for Organizational Success, Multicultural Services Office, Faculty Center for Teaching Excellence, etc. Assess the number and type of offerings to determine future programming needs.

Ideas: Assess diversity outcomes and objectives in existing academic courses with the objective of increasing courses with diversity outcomes. Assess enrollment in diversity related courses and the development of new courses with diversity outcomes and objectives. Also assess inclusion of broad representation on Senate Standing Committees, diversity leadership teams and other College committees and initiatives.

Opinion: Develop a measurement device to annually assess the representation of different opinions and perspectives on campus in an effort to promote, advocate, respect and value differences.

Diversity at Delta College is Woven Through Its Very Fabric

Disability Services:



Disability Services at Delta College is more a philosophy than a program – a college-wide effort to provide equal opportunity and access to education for those students who have experienced barriers to their learning because of a disability. Students must self-disclose their disability in order to receive services intended to minimize barriers. Services at the college level are always voluntary, and at no cost to the student.

Eligible students must have a documented disability; a clear and specific learning history showing the barriers, and types of adjustments in their academic experiences that have “leveled the learning playing field” most effectively for them. The disability may affect how they access the environment, the various services, the required information and materials, and even the pace and pressures of the college experience.

Students interested in how Disability Services might support their learning efforts can come in to the office located within the Counseling & Advising Department during regular hours, or call for a personal appointment.



Delta College's Prism Alliance:

The Delta Prism Alliance is a group of over fifty Delta College Lesbian, Gay, Bisexual, Transgender Faculty and Staff and their Straight Allies. Formed in 2006, the Prism Alliance is an important part of Delta's diverse community, directly contributing to Delta College's Mission—to “educate, inspire, challenge and support a diverse community of learners”—as well as promoting its values: "Delta College is a diverse learning-centered community based on integrity and respect" and "we actively promote, advocate, respect and value differences. We foster a welcoming environment of openness and appreciation for all."

As with three other important organizations on campus—the Human Relations Committee, the Diversity Leadership Team (which arose out of the work of the Diversity Task Force), and the Equity Advisory Board—the Delta Prism Alliance's mission is one way to actively promote, advocate, respect, and value differences.

Where we differ, perhaps, is in our focus on helping to create a welcoming environment for a very specific group of individuals actively marginalized by much of our society.

The Prism Alliance's Mission is to:

1. Establish a safe climate at Delta College for lesbian, gay, bisexual, and transgender (LGBT) students, staff, and faculty;
2. Raise awareness of LGBT issues across campus through education and advocacy;
3. Increase tolerance and model acceptance across all levels of the college;
4. Advocate for LGBT faculty, staff, and students in an effort to end discrimination;
5. Promote the health and well-being of LGBT persons in an adverse society;
6. Act as a community liaison and welcome the participation and support of all who share in our mission;
7. Support Unison, the Delta College student gay/straight alliance, as appropriate and as needed.



Delta College Safe Space Program:

Safe Space is a nationally recognized program supported in many public school systems, colleges, and universities. Delta College Safe Space consists of a dedicated team of administrators, faculty, and staff members who are committed to providing a safe haven, a listening ear, and support for anyone dealing with issues related to sexual orientation and gender expression.

The team also educates themselves and the college community on current issues facing the lesbian, gay, bisexual, transgender and queer/questioning (LGBTQ) population. To become a recognized "Ally" in the Safe Space program, individuals take part in a three-hour information session and sign a Safe Space agreement.

To help the Delta College community identify them, Allies are given Safe Space display logos, showing that they are a person who is knowledgeable about LGBTQ issues and resources and are willing to assist in a variety of ways. Safe Space is not created to be a counseling program, but rather an avenue through which allies can actively show their support for LGBTQ people at Delta College.

Delta College Human Relations Senate Committee:

1. Assess the human relations' climate at Delta College.
2. Provide knowledge and education on issues of racial, ethnic, gender and other inter-group relations.
3. Address human relations' issues and concerns with the intention of being proactive rather than reactive.
4. Promote and enhance an environment, which is courteous, fair and respectful to all.
5. Complement the responsibilities of the Equity Office Advisory Committee.

Equity Office Advisory Committee:

The Committee is responsible for providing guidance and assistance with the development of diversity initiatives and programs that will help to advance diversity as one of Delta College's core values and that will aid in the advancement of an overall culture that promotes diversity, inclusion, and equal opportunity. The specific charges include:

1. Be familiar with equity, non-discrimination, and equal opportunity issues that appropriately educate the College community. Help to monitor federal and state developments in these areas
2. Review the College's policy for non-discrimination and equal opportunity, and assist with needed changes and revisions.
3. Review, on an annual basis, the College's student and employee profiles. Make recommendations as appropriate to assist with recruitment efforts to help attract a diverse pool of qualified applicants.
4. Review generalities regarding equity issues and recommend proactive measures or procedures which may assist in problem solving.
5. Work with the Senate Human Relations Committee in sensitizing the College to relevant human relations and diversity issues.
6. Be available to serve as a member of a formal hearing body for grievances which fall under the Equity Office Grievance Policy.
7. Serve as a recommending body to the President.

Delta College Office of Student Engagement:

The Office of Student Engagement encourages open and constructive dialogue about areas of difference and the appreciation of those of varied backgrounds on our campus.

One mechanism to do so is through the establishment of student organizations with the dedicated goal of fostering understanding in areas such as race (Black Student Union), ethnicity (Society of Hispanic Leaders), sex (Women's Alliance) and sexuality (Unison). These groups provide examples of how student needs are matched with institutional resources, both financial and human, to live our College's core values.

An example of such collaboration involved Unison, a group dedicated to creating awareness and support of students who are gay, lesbian, bisexual or transgender, attending a Pride Festival in Chicago, Illinois on June 26-28, 2009. Through the support of the Student Advisory Council, Unison will use the skills they learned at this event to further enhance diversity and inclusion at Delta College.

Office of Student Engagement – Multicultural Services:

Reaching out to all students and in collaboration with faculty and other departments, the office sponsors programs which enhance the campus environment by increasing the awareness and appreciation of different groups and cultures. Multicultural Services incorporates the College's value for diversity and works to actively promote, advocate, respect and value differences by fostering a welcoming environment of openness and appreciation for all. Likewise, through the creation and operation of the "Cohort Project" the office works to actively recruit and retain potentially at-risk students of diverse backgrounds with the ultimate goal of increased graduation. In its second year, we have begun to recognize a strong relationship between our outreach initiatives of this program and student persistence. At this time, the office celebrates and recognizes the achievements and accomplishments of the following:

September 15-October 15	Hispanic Heritage Month
November	American Indian Heritage Month
January	Martin Luther King, Jr. Birthday Celebration
February	Black History Month
March	Women's History Month
May	Asian/Pacific Islander Heritage Month

Depending upon student interest and participation, educational programming for other groups and cultures are also welcomed. The Signature Program of Multicultural Services is the **Champions For Diversity Award**, held in April, which recognizes a student, community member and club advisor who has demonstrated a commitment to diversity through their involvement in campus and community activities. Multicultural Services is located within the Office of Student Engagement.

Global Peace Studies:

Delta's unique interdisciplinary program increases students understanding of the complex causes of our world's major issues such as war, domestic violence, crime, environmental decline and poverty. Students choose one of four tracks as their focus including, Social Justice, International Business, International Relations and the Global Environment.

In addition, Global Peace Studies is an academic area of study that also concentrates on issues related to peace and alternatives to violence.



The amount of interest in peace-related studies has been building at Delta for decades. It all began when a global awareness program originated at Delta just over 20 years ago. Since then, initiatives in related areas include human relations committees, diversity task forces, a service learning office, an international travel committee, sustainability initiatives and a global awareness program. Thanks to these numerous initiatives, the College is working to launch a program concentrating on Global Peace Studies which will be led under the co-direction of Assistant Professors of Psychology, Connie Watson and Jeff Dykhuizen.

The programs to be offered will include an associate's degree in Global Peace Studies as well as a certificate in Peace Studies. The mission of the Global Peace Studies and Certificate is to provide, through experiential education, an awareness and deep knowledge of factors affecting global peace and conflict. The program will help students develop the skills necessary to effect lasting positive change in the world.

Students in the associate's program will be required to take a cornerstone course covering the Introduction to Global Peace Studies and a capstone course in Leadership for Positive Change. An additional 24 credit hours in global peace electives will also be required. Students will choose one of four tracks as their focus including, Social Justice, International Business, International Relations and the Global Environment. Students completing the degree path will be able to easily transfer to a four-year university should they choose to further their education.

Global Peace Studies is a great program for anyone who has an interest in servicing his or her fellow neighbor. Students who are transferring into programs focusing on counseling, anthropology, sociology, history, science, criminal justice, nursing or business will benefit by graduating from Delta with a global perspective and an ability to navigate in this diverse world of ours.

Delta Trip to Kenya to visit its Sister Colleges:



Dr. Jean Goodnow and Kenya Minister of Education Sam Ongeri

A group from Delta College – faculty, staff, students and community members – visited Kenya this summer to strengthen the continuing sister college alliance that Delta has with two of Kenya’s colleges: Tracom College and the Rift Valley Institute of Science and Technology.

The purpose of this visit was to celebrate the 20 year anniversary of the Kenya alliance, update the language of the written agreement for 2010-2015 and establish new outcomes for each institution. The leaders of Delta, Rift Valley and Tracom Colleges signed a 3-way alliance agreement. This was the fourth agreement over the 20 year period and the first public signing of this international alliance agreement in Kenya.

Delta College, Rift Valley Institute and Tracom College are pledged to collaborate and assist each other to reach common goals and outcomes through:

- Knowledge sharing
- Faculty, staff and student learning
- Exchange of educational materials, art and technology
- Community education

This trip was a great cultural experience for all visitors and allowed Delta to enhance its diversity initiatives and global perspective.



General Education Diversity Outcome Statement:

Students will be able to demonstrate an understanding of how variables of diversity affect social institutions and policies for our expectations of and interactions with others.

General Education Diversity outcomes are two-tiered:

1. The first outcome is that students will understand differences among individuals and groups. This outcome is applicable to any course that is designed to inform students about diversity.
2. The second outcome is that students will understand how differences among individuals and groups affect their lives at a personal level, an interpersonal level, a societal level, and a global level. This outcome is applicable to any course that is designed to engage students in exploring how diversity impacts them as individual within the social world.

Students earning an associate degree at Delta College today will have taken at least one or two courses in which diversity is actively taught and assessed in some fashion.

On average, about one-third of courses applied to associate degrees at Delta have students learning about diversity in some way. During the last two years, the Diversity Assessment group has studied options and tools for assessing the two General Education Diversity outcomes.

Examples of classroom specific activities related to diversity include:

1. Expanding the definition of diversity beyond traditional views.
2. Exploring the value of human diversity.
3. Practicing techniques that model a safe and inclusive environment.

Diversity Education for Delta College Faculty and Integration into the Classroom: ED 388-ED389

Outcomes and Objectives for: ED 388 - Exploring Diversity

Upon successful completion of this course, the student will be able to:

Outcome 1: Expand the definition of diversity beyond traditional views.

Objectives:

- A. Collectively define diversity and identify different parameters of human variation.
- B. Identify discrimination through self-reflection.
- C. Compare Delta's diversity index with local and national demographics.

Outcome 2: Explore the value of human diversity using an interdisciplinary approach.

Objectives:

- A. Appreciate the value of an enriched collection of voices.
- B. Identify losses due to intolerance.
- C. Describe how diversity impacts the classroom, community, or workplace.
- D. Develop a scale of diversity acceptance.

Outcome 3: Model the process of valuing human diversity by practicing techniques that foster a safe and inclusive environment.

Objectives:

- A. Recognize skills and methods that can be used to foster an atmosphere that values all members.

- B. Practice self-reflection and sensitivity to a wide variety of scenarios related to diversity.
- C. React to a wide variety of activities that promote diversity awareness and challenge intolerance and discrimination.
- D. Utilize both an affective and cognitive approach to addressing diversity issues.

Outcome 4: Collect, explore and use resources for infusing diversity into the classroom, community, or workplace.

Objectives:

- A. Create a useful list of Delta resources related to diversity.
- B. Explore online resources related to diversity.
- C. Share a favorite activity or resource related to increasing awareness and respect for human diversity.

Outcome 5: Brainstorm ideas for incorporating diversity awareness and appreciation for human variation into pre-existing course content.

Objectives:

- A. Examine an interdisciplinary approach to infusing diversity topics into the classroom, community, or workplace.
- B. Discuss and debate activities that foster critical thinking and citizenship related to global awareness.
- C. Compare and contrast best practices for fostering and promoting diversity awareness and tolerance.

Outcome 6: Participate in at least one storytelling session involving the community, faculty and staff.

Objectives:

- A. Attend and practice compassionate listening to a variety of individuals representing various aspects of human variation and individuality.
- B. Participate in the dialogue.
- C. Write a reflective essay on the shared values discussed.

Outcome 7: Perform writing tasks to promote learning of concepts.

Objectives:

- A. Document attainment of skills learned.
- B. Demonstrate knowledge of the subject.

Outcomes and Objectives for: ED 389 - Exploring Diversity/With Project

Upon successful completion of this course, the student will be able to:

Outcome 1: Expand the definition of diversity beyond traditional views.

Objectives:

- A. Collectively define diversity and identify different parameters of human variation.
- B. Identify discrimination through self-reflection.
- C. Compare Delta's diversity index with local and national demographics.

Outcome 2: Explore the value of human diversity using an interdisciplinary approach.

Objectives: Appreciate the value of an enriched collection of voices.

- A. Identify losses due to intolerance.
- B. Describe how diversity impacts the classroom, community, or workplace.
- C. Develop a scale of diversity acceptance.

Outcome 3: Model the process of valuing human diversity by practicing techniques that foster a safe and inclusive environment.

Objectives:

- A. Recognize skills and methods that can be used to foster an atmosphere that values all members.
- B. Practice self-reflection and sensitivity to a wide variety of scenarios related to diversity.
- C. React to a wide variety of activities that promote diversity awareness and challenge intolerance and discrimination.
- D. Utilize both an affective and cognitive approach to addressing diversity issues.

Outcome 4: Collect, explore and use resources for infusing diversity into the classroom, community, or workplace.

Objectives:

- A. Create a useful list of Delta resources related to diversity.
- B. Explore online resources related to diversity.
- C. Share a favorite activity or resource related to increasing awareness and respect for human diversity.

Outcome 5: Brainstorm ideas for incorporating diversity awareness and appreciation for human variation into pre-existing course content.

Objectives:

- A. Examine an interdisciplinary approach to infusing diversity topics into the classroom, community, or workplace.
- B. Discuss and debate activities that foster critical thinking and citizenship related to global awareness.

- C. Compare and contrast best practices for fostering and promoting diversity awareness and tolerance.

Outcome 6: Participate in at least one storytelling session involving the community, faculty and staff.

Objectives:

- A. Attend and practice compassionate listening to a variety of individuals representing various aspects of human variation and individuality.
- B. Participate in the dialogue.
- C. Write a reflective essay on the shared values discussed.

Outcome 7: Perform writing tasks to promote learning of concepts.

Objectives:

- A. Document attainment of skills learned.
- B. Demonstrate knowledge of the subject.

Outcome 8: Develop a project, assessment tool or classroom assignment that addresses diversity.

Objectives:

- A. Identify a personal interest or goal related to diversity.
- B. Create a learning experience, community service project, survey, classroom activity or assignment related to diversity.
- C. Apply, adapt and/or reflect on the original project or learning experience.

Diversity Education For Delta College Faculty and Integration into the Classroom: SSI 288/289; IHU 280/281

Exploring Diversity: SSI 288/289; IHU 280/281: Panel discussions, story telling, guest speakers, case studies, role playing, film analysis and online resources will be used to explore the personal and social impact of age, gender, race, ethnicity, religion, socioeconomic status, sexual orientation and other aspects of human variation. Students will expand the definition of diversity and focus on common values. Students have an opportunity to explore, reflect and practice techniques that will assist in the workplace and in personal interactions in a changing world.

These classes are built on the premise that we all have unique characteristics and experiences that make up the diverse and complex fabric of our global society. With that in mind, each of us has

much to contribute to the learning process. The instructor will serve as the facilitator to this exploration of diversity. During the semester take every opportunity to contribute personal experiences, travels, articles, websites, other resources and your own world-view and to the learning process via the Discussion Board. This is also a safe place to ask questions, share values and offer perspectives.

Delta College Quality Public Television's Diversity Programming:

Second Act: Life at 50+



Q-TV's newest series examines a variety of "life stage" issues important to those 50 and over. Hosted by Mike Redford and produced in conjunction with Delta College's 50+ Just Like Gold Program,

[*Second Act*](#) looks at a broad spectrum of issues, ranging from careers, recreation, and civic engagement to health, legal, and financial concerns.

Somos Hispanos



Tanya Medina hosts this monthly news magazine focusing on the Hispanic community in Mid-Michigan. [*Somos Hispanos*](#) highlights the history, heritage, arts, and culture of the Hispanic community, the issues they face everyday, and the individuals who make a positive difference. This program is now in its 11th year serving the mid-Michigan community.

Soul Issue: The African-American Perspective



[Soul Issue](#) is devoted to issues important to the 13,000 members of the African-American community in the Great Lakes Bay Region. Hosted by Linda Holoman, *Soul Issue* discusses topical issues, community leaders, interesting individuals, and historical milestones, in order to promote positive African-American role models, lifestyles, and relationships. This program is now in its 10th year serving the mid-Michigan community.



Delta MHz World View Channel

[MHz Worldview](#) is a national, independent, non-commercial TV program service airing on one of Q-TV's multicast digital channels. This multicultural world wide service presents fresh, relevant English-language international content including news, documentaries, cultural programming, dramas, films & mysteries, music and sports.

Known for its Programming for Globally-Minded People, MHz Worldview serves as a liaison in bringing programs and understanding from around the world to Delta College's broadcasting audiences.

APPENDIX
To
“The Many Shades of Diversity”
The Delta College Commitment

Diversity Related Courses at Delta College:

The following academic courses are offered at Delta College as regular face-to-face courses (or on campus regular courses), eLearning courses (INET, CNET, TNET), International/Travel courses, Learning Community Courses, or Independent Study Courses.

1. ASL 111 & 112 American Sign Language
2. ART 151 & 152 Art History and Appreciation
3. ASL 116 Sign for Religion
4. ASL 200 Deaf Culture
5. BIO 199 Human Heredity And Sexuality
6. BIO 268 International Studies in Biology
7. BIO 272 Integrated Biology Review for Teachers
8. ECN 268 International Studies in Economics
9. ED 268 International Studies in Education
10. ED 290-299 Special Projects in Education
11. ED 384 Delta College Staff Ambassador Development
12. ED 387 Reflective Practice: Education for Personal and Professional Growth
13. ED 388/ED 389 Exploring Diversity
14. ED 392/ED 388X Internet Teaching Techniques for Teachers
15. ED 394 Theory and Pedagogy of Learning Communities
16. ED 397 Introduction to Distance Learning
17. FR 111, 112, 211, 212 French courses
18. GE 111, 112, 211, 212 German courses
19. GEO 113 World Cultural Geography
20. GEO 262 The Geography of the Canadian Shield
21. GEO 268 International Studies In Geography
22. GLG 268 International Studies in Geology
23. HIS 214 Early African-American History Pre-European Africa to 1877
24. HIS 215 Recent African-American History: Since 1850
25. HIS 217 Hispanics in the U.S.
26. HIS 268 International Studies in History
27. IHU 110 Introduction to Genealogy
28. IHU 161/162 Projects in Cross-Cultural Learning
29. IHU 202 Women's Studies
30. IHU 232 Exploring Human Nature
31. IHU 234 World Religions
32. IHU 268 International Studies in Interdisciplinary Humanities
33. IHU 281 Exploring Diversity/With Project

- 34. LIT 228/228 H, 229/229H Masterpieces of World Literature
- 35. LIT 242 Introduction to British Literature
- 36. LIT 268 International Studies in Literature
- 37. LIT 269 Native North American Literature
- 38. LIT 274 Mexican-American Literature
- 39. LIT 277 Early African-American Literature

Diversity Related Courses at Delta College: Continued

- 40. LIT 278 Modern African-American Literature
- 41. LIT 283 Literature of Mysticism
- 42. LIT 285 Women in Literature
- 43. LW 206A Occupational Wellness
- 44. LW 220 Lifelong Wellness
- 45. LWA 105 Women's Fitness
- 46. LWA 280 Self-Defense/Fitness
- 47. LWT 165 Community First Aid
- 48. LWT 186 Women's Self Defense
- 49. LWT 210 Nutrition: The Science of Optimal Living
- 50. MGT 265 International Business
- 51. MUS 118 Jazz History: Origins to the Present
- 52. MUS 120 World Music: Survey
- 53. NPT 101B Care of the Aging Adult
- 54. NPT 119 Mental Health Nursing
- 55. NPT 116 Pediatric Nursing
- 56. PHL 214 Philosophy of Religion
- 57. POL 220 Minority Group Politics
- 58. POL 222 Politics of the Middle East
- 59. POL 225 World Politics
- 60. POL 241 Contemporary Feminist Thought
- 61. POL 268 International Studies in Political Science
- 62. SCI 099 Foundation For Science
- 63. SCI 299 Food Science and Nutrition
- 64. OC 161/162 Projects in Cross-Cultural Learning
- 65. OC 215 Sociology of Minority Groups
- 66. SOC 216 The Black Experience
- 67. SOC 231 Cultural Anthropology
- 68. SOC 250 Introduction to Social Work
- 69. SOC 265 Third World Development
- 70. SOC 268 International Studies in Sociology
- 71. SPA 101 Hispanic Civilizations
- 72. SPA 105 Conversational Spanish – Introduction
- 73. SPA 106 Conversational Spanish – Continuation
- 74. SPA 109 Spanish for Health Care Professionals
- 75. SPA 111/112, 211/ 212/268 Spanish/ International Studies in Spanish

76. SPH 224	Nonverbal Communication
77. SPH 245	Intercultural Communication
78. SSI 110	Introduction to Genealogy
79. SSI 232	Exploring Human Nature
80. SI 234	World Religions
81. SSI 268	International Studies in Social Science
82. SSI 288/ 289	Exploring Diversity
83. SI 294	Special Projects: The Great Lakes Indians and European Experience

Diversity Related Delta College Campus Events (2007-2008)

- **Multicultural Services (the Office of Student Development, Diversity and Inclusion)**
- **Multicultural Services Celebrates Student Diversity**, August 2007 – campus wide collaboration
- **Delta College Celebrates Hispanic Heritage Month**, September 17 – October 12, 2007
 - **Orquesta Sensacional Orchestra**, September 17, 2007
 - **Dr. Nancy Barceló**, “The Hispanic Americans: Contributing to American Society”, Monday, September 17, 2007
- **American Indian Heritage Month**, November 2007
- “How American Indian Tribes Came To Be”, Thursday, November 8, 2007, co-sponsored by **COS & Human Relations Committee**
- Canadian Ojibwa drummer and hoop dancer presentation, Wednesday, November, 28, 2007
- **Saginaw County African American Leadership Training Institute**, January 7, 2008, co-sponsored **with The President’s Office**.
- **Martin Luther King, Jr. Celebration**, Unity March and Panel Discussion, “Celebrating His Dream through a Multicultural Society”, January 23, 2008.
- **Black History Month** (month long celebration), February 2008
- **Multicultural Marketplace**, Tuesday, February 5, 2008

- **Between Midnight & the Promised Land**, Wednesday, February 13, 2008, Delta College Planetarium & Learning Center.
- **Susan L. Taylor** “The Importance of Mentoring” Monday, February 25, 2008, co-sponsor with **Delta College Special Projects committee, Dow Promise, NAACP & Family Youth Initiative.**
- **Evening of Poetry & Jazz**, Friday, February 22, 2008, co-sponsored with **Black Faculty & Staff Association.**
- **Multicultural Services Graduation Recognition**, Thursday, May 1, 2008. Includes the presentation of Willie E. Thompson Multicultural Services Community Service Award.

Center for Organizational Success - COS Schedule of Events October 2007 – April 2008

- Safe Space: Definitions and Explorations of LGBT Identities, 10/19/07 (repeated 1/25/08)
- Clowning Around: Avoiding Stereotypes, 11/6/07
- Disability Awareness: Coloring Outside the Lines, 11/9/07 (repeated 12/10/07)
- Why Should I Care? Why LGBT Issues Matter to Us All, 11/9/07 (repeated 2/22/08)
- CCSSE Feedback, 11/16/07
- What Can Delta do to better Assist Our LGBT Community? 12/7/07 (repeated 3/21/08)
- Delta-Kenya Partnership, 2/18/08
- Keys to Helping Under-Resourced College Students Achieve Success, 2/27/08
- Globalization and Community Colleges, 3/21/08
- Two Million Minutes, 3/25/08
- Ruby Payne presentation, 4/8/08 (held at SVSU) and Ruby Payne Book Circle
- Fireside Chats with the President, Winter 2008

President's Speakers Series

"Breaking Ice", Wednesday, October 3, 2007

"From Flint to Eternity: The Journey of an Artist", Thursday, February 14, 2008

"At the Crossroads of Science and Religion", Wednesday, March 12, 2008

Others

- **Women's Diversity Exhibit** – Planetarium
- **Office of Disability Services – "Disability Awareness Day"**, September 27, 2007. Co-sponsored with Human Relations Committee, the Equity Office Advisory Committee, the Bridge Program, and the Teaching/Learning Center
- **The Trouble with Diversity Book Circle**, Winter Semester 2008
- **Veteran's Resource Day**, Tuesday, February 19, 2008

- **Women's History Month**
 - Women's History Month Information Fair, Tuesday, March 25, 2008
 - Iron-Jawed Angles movie, Wednesday, March 26, 2008

- **Global Awareness Program & Earth Day Celebration**, Monday, April 7 & Tuesday, April 8, 2008; "Sustainability: Challenges & Choices for our Planet".

Student Club or Organization

- *His Grace Student Fellowship Prayers for Kenya, Thursday, February 28, 2008*
- ***Make Your Voice Heard!*** Open Forum to discuss issues at Delta sponsored by Student Senators, Wednesday, March 26, 2008

- *S.O.H.L. Delta student club, César Chávez Luncheon, Horizon Conference Center, Monday, March 31, 2008, co-sponsored with **American GI Forum & Multicultural Services.***

Academic

- **Delta Debates Political Forum**, “The Constitution and War: How we got to Iraq and how we get home”, September 24, 2007
- **Tombstone Project**, Domestic Violence Awareness Month, October 2007-2008
- **LGBT Safe Space Roundtable Discussions (COS)** Fall and Winter 2007
- **Delta Debates Political Forum Series**, “Harnessing the New Media: Manipulating the Message in Political Campaigns, Monday, March 24, 2008
- **“Eyes Wide Open” Memorial: The Cost of War**, Wednesday, April 2, 2008
- **The Business of Being Born**, Wednesday, April 9, 2008
- **Asian/Pacific American Month**, May 2008, co-sponsored with **Humanities Division and Human Relations Committee & Multicultural Services**

Broadcasting

- **Soul Issues – The African American Perspective** – monthly Q-TV broadcast.
- **Somos Hispanos** – monthly Q-TV broadcast.
- **Special Programming** - Black History Month, Women’s History Month and Hispanic Heritage Month
- **2008 Premiere of Delta College MHz Worldview Channel** featuring news, culture, and information from around the world
- **WUCX 90.1 FM**: Programming includes locally produced shows such as El Sol Latino, Sábado Latino, and The Session (Jazz and Blues), as well as varied programming from NPR.
- **Delta College** video titled **“The Many Shades of Diversity”** promotes diversity activities to campus and public through video-streaming.

Delta College Diversity Related Web Sites:

Student Clubs

<http://www.delta.edu/campuslife/student-engagement/clubsorganizations.aspx>

Disability Services

<http://www.delta.edu/servicesforstudents/disabilityservices.aspx>

Multicultural Services

<http://www.delta.edu/campuslife/student-engagement/multiculturalservices.aspx>

Prism Alliance

<http://www.delta.edu/prismalliance.aspx>

50+ Program

<http://www.delta.edu/LifeLongLearningContent/50JustLikeGold.aspx>

Delta College Public Broadcasting

<http://www.deltabroadcasting.org>

DIVERSITY REPORT: DELTA COLLEGE EMPLOYEE PROFILE 2009/2010

HISTORICAL PROFILE:

YEAR	TOTAL EMPLOYEES	SEX				RACIAL GROUPS										TOTAL MINORITIES/ OTHER			
		TOTAL MEN		TOTAL WOMEN		ASIAN		AFRICAN AMERICAN		HISPANIC		NATIVE AMERICAN		CAUCASIAN				OTHER NATIONAL ORIGIN	
1975	457	266	58%	191	42%	6	1%	24	5%	5	1%	0	0%	422	92%	-	-	35	8%
1985	526	275	52%	251	48%	7	1%	41	8%	10	2%	2	<1%	466	89%	-	-	60	11%
1995	589	278	47%	311	53%	7	1%	42	7%	19	3%	2	<1%	519	88%	-	-	70	12%
2005	522	202	39%	320	61%	6	1%	42	8%	19	4%	1	<1%	450	86%	4	1%	72	14%

CURRENT YEAR (2009 - 2010) PROFILE:

CATEGORIES	TOTAL EMPLOYEES	SEX				RACIAL GROUPS										TOTAL MINORITIES/ OTHER			
		TOTAL MEN		TOTAL WOMEN		ASIAN		AFRICAN AMERICAN		HISPANIC		NATIVE AMERICAN		CAUCASIAN				OTHER NATIONAL ORIGIN	
Faculty	217	97	45%	120	55%	3	1%	13	6%	4	2%	3	<1%	190	88%	4	2%	27	12%
Support Staff	89	8	9%	81	91%	0	0%	10	11%	4	4%	0	0%	75	84%	0	0%	14	16%
A/P	139	59	42%	80	58%	4	3%	9	6%	7	5%	0	0%	119	86%	0	0%	20	14%
Maintenance	26	23	88%	3	12%	0	0%	5	19%	1	4%	0	0%	20	77%	0	0%	6	23%
Food Service	2	0	0%	2	100%	0	0%	0	0%	0	0%	0	0%	2	100%	0	0%	0	0%
Corporate Services	68	22	32%	46	68%	0	0%	2	3%	3	4%	0	0%	63	93%	0	0%	5	7%
GRAND TOTALS	541	209	39%	332	61%	7	1%	39	7%	19	4%	3	1%	469	87%	4	1%	72	13%

DELTA COLLEGE DIVERSITY PROFILE: Faculty Demographic Information

Year	TOTAL EMPLOYEES	RACIAL GROUPS												TOTAL MINORITIES/OTHER	
		ASIAN		AFRICAN AMERICAN		HISPANIC		NATIVE AMERICAN		CAUCASIAN		OTHER NATIONAL ORIGIN			
2009	217	3	1%	13	6%	4	2%	3	1%	190	88%	4	2%	27	12%
2000	200	1	1%	10	5%	2	1%	1	<1%	184	92%	2	1%	16	8%

DELTA COLLEGE PRELIMINARY ACADEMIC ENROLLMENT & STUDENT PROFILE REPORT

Fall Semester 2008
Based on count Day 9/13/08

	2008 (Academic &	%	2007 (Academic &	%	2006 (Academic &	%
Credit Hours						
Day Only Students	21,433.0	21.6%	23,762.5	24.9%	27,208.2	30.0%
Evening Only Students	6,723.0	6.8%	8,833.6	9.3%	8,441.5	9.3%
Combination Students	68,198.8	68.9%	61,015.7	64.0%	53,073.2	58.6%
Weekend only Students	85.0	0.1%	140.2	0.1%	206.2	0.2%
Tele/Internet/Virtual only	2,586.1	2.6%	1,656.2	1.7%	1,660.0	1.8%
TOTAL CR HOURS	99,025.9		95,408.2		90,589.1	
Budgeted (Projections)	93,746.0		91,268.0		91,201.0	
Average Cr. Hr. Load	9.1		9.2		9.0	
Headcount						
Full Time	4,492	41.1%	4,346	41.8%	4,017	39.7%
Part Time	6,432	58.9%	6,041	58.2%	6,101	60.3%
TOTAL	10,924		10,387		10,118	
Day Only Students	2,535	23.2%	2,712	26.1%	3,058	30.2%
Evening Only Students	1,493	13.7%	1,778	17.1%	1,800	17.8%
Combination Students	6,291	57.6%	5,495	52.9%	4,815	47.6%
Weekend only Students	28	0.3%	41	0.4%	67	0.7%
Tele/Internet/Virtual only	577	5.3%	361	3.5%	378	3.7%
First Time Any College	2,122	19.4%	1,948	18.8%	2,101	20.8%
Transfer In - New Delta	485	4.4%	507	4.9%	505	5.0%
Transfer - Returning	2,289	35.6%	2,205	36.5%	2,083	34.1%
Returning	5,527	50.6%	5,341	51.4%	5,429	53.7%
Dual Enrolled	322	2.9%	236	2.3%	0	
Guests	179	1.6%	150	1.4%	0	
Sex						
Female	6,038	55.3%	5,820	56.0%	5,744	56.8%
Male	4,886	44.7%	4,567	44.0%	4,374	43.2%
Class Designation						
Freshman	6,303	57.7%	5,911	56.9%	5,789	57.2%
Sophomore	4,621	42.3%	4,476	43.1%	4,329	42.8%

Racial Backg							
African-American	875	8.0%	792	7.6%	722	7.1%	
American Indian	57	0.5%	58	0.6%	64	0.6%	
Asian	70	0.6%	62	0.6%	81	0.8%	
Caucasian	8,813	80.7%	8,432	81.2%	8,362	82.6%	
Hispanic	457	4.2%	447	4.3%	404	4.0%	
International	56	0.5%	60	0.6%	75	0.7%	
Multiracial	251	2.3%	231	2.2%	205	2.0%	
Non Coded*	345	3.2%	305	2.9%	205	2.0%	
<i>*Note: optional, students not required to answer</i>							
Age Distribut							
0-19 years	3,651	33.4%	3,348	32.2%	3,302	32.6%	
20-24 years	3,594	32.9%	3,524	33.9%	3,420	33.8%	
25-29 years	1,219	11.2%	1,220	11.7%	1,167	11.5%	
30-44 years	1,864	17.1%	1,729	16.6%	1,668	16.5%	
45 & over years	595	5.4%	566	5.4%	561	5.5%	
non-coded	1	0.0%	0	0.0%	0	0.0%	
Geographic							
Bay County	2908	26.6%	2737	26.4%	2855	28.2%	
Midland County	1636	15.0%	1538	14.8%	1522	15.0%	
Saginaw County	4597	42.1%	4222	40.6%	4241	41.9%	
Tuscola County	573	5.2%	523	5.0%	545	5.4%	
Huron County	276	2.5%	249	2.4%	246	2.4%	
Arenac County	211	1.9%	187	1.8%	156	1.5%	
Other Counties	713	6.5%	918	8.8%	532	5.3%	
Other States	8	0.1%	9	0.1%	15	0.1%	
Foreign Countries	2	0.0%	4	0.0%	6	0.1%	

Note: 2007 is the first year guest and dual enrolled students are in separate headcount groups and not included within the other student types

