

## Diversity and Global Awareness MV<sub>2</sub> Team Process

### Purpose

The Diversity and Global Awareness MV<sub>2</sub> Team was formed to implement Gateway's "Strategic Priority #7; Expand Diversity and Global Awareness and to ensure a culturally inclusive organization where all members, at all levels work and engage effectively in cross-cultural situations.

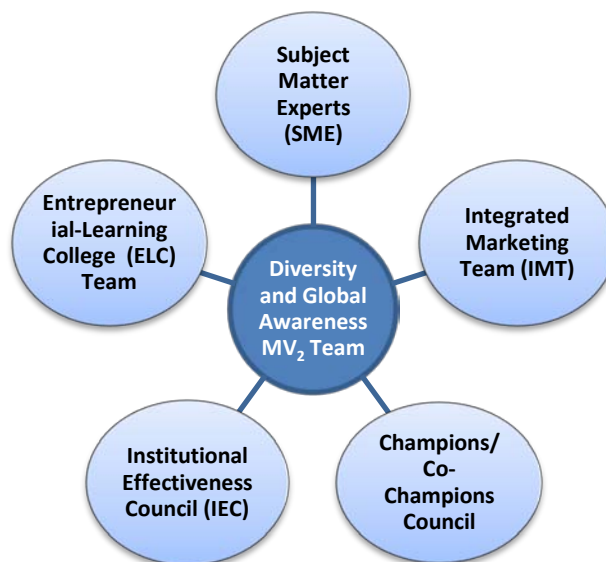
The mission of the Diversity and Global Awareness MV<sub>2</sub> Team is to foster a learning and working environment that embraces diversity as expressed in our MV<sub>2</sub> team's definition.

### Diversity Definition (Adopted September 2008)

Diversity is defined as recognizing, appreciating, valuing, and utilizing talents and contributions of all individuals, regardless of differences in race/ethnicity, religion, gender, nationality, physical/mental ability, socio-economic status, education, age, and sexual orientation.

### Diversity and Global Awareness MV<sub>2</sub> Team Structure

Every member of the Diversity and Global Awareness MV<sub>2</sub> Team is first and foremost a Contributor. Six (6) members of the team are designated with additional "responsibilities" that provide effective, engaged communication across the Institution. These roles or responsibilities include: (1) Champion; (2) Co-Champion; (3) Entrepreneurial Learning College (ELC) Sponsor; (4) Integrated Marketing Team (IMT) Representative; (5) Subject Matter Expert (SME); and (6) Institutional Effectiveness Council (IEC) Liaison.



## Contributors

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All members of the Diversity and Global Awareness MV<sub>2</sub> Team are Contributors and part of a strategically focused team. The team depends on each member's engagement of their unique talents. Some Contributors focus their talents on generating ideas to address the strategic needs of the team. Other Contributors analyze those ideas while others concentrate on a system to plan to implement the identified projects.

## Champion-Associate Dean for Retention and Multicultural Affairs Co-Champion-Library Specialist

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The Champion serves as the Team "Leader". The Co-Champion serves as the Team "Facilitator", which not only adds value to the team dynamic, but also provides a learning experience for the individual serving in this role. The Co-Champion has dynamic responsibilities that compliment those of the Champion as Leader.

### Champion as Leader:

The Leader is concerned with Task Activities, those things that help the group process its information and focus on content – on **WHAT** the team is working on.

### Co-Champion as Facilitator:

The facilitator is concerned with keeping the team's dynamics properly balanced. The facilitator focuses on process, relationships, and on **HOW** the team goes about accomplishing its tasks.

## Entrepreneurial-Learning College (ELC) Sponsor-Professor of Electrical Technology

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Entrepreneurial-Learning College (ELC) Sponsor work as a collaborative learner, providing support of entrepreneurial learning thinking. The ELC Sponsors provides guidance on ways to help contributors focus on activities that engage and empower all learners. The ELC Sponsor serves as a core group of the larger institutional interest in the Entrepreneurial-Learning College.

### Entrepreneurial-Learning College Sponsor Purpose:

The Entrepreneurial-Learning College Sponsors Team will:

- Continue dialogue through monthly meetings while taking inventory of current entrepreneurial college projects.
- Counsel, advise and encourage the Diversity and Global Awareness MV<sub>2</sub> Team on entrepreneurial ideas and projects.
- Recognize, develop, and support programs that promote cultural growth and embrace entrepreneurial-learning thought.

## **Integrated Marketing Team (IMT) Representative-Coordinator for Career Services**

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The Integrated Marketing Team (IMT) Representative serves as a vital communications link between the Diversity and Global Awareness MV<sub>2</sub> Team and the IMT. The purpose of the Integrated Marketing Team is to promote Gateway as the leading regional provider of career and transfer education and to help the College achieve its vision of being nationally recognized in this role.

IMT Representative will:

- Participate fully as a contributor to the Diversity and Global Awareness MV<sub>2</sub> Team;
- Counsel the team on the potential marketing impact of the team activities; and
- Serve as a communications conduit between the IMT and the team, sharing information in both directions.

## **Subject Matter Expert (SME): Coordinator of Assessment-Testing Center**

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The Subject Matter Expert (SME) is the individual with subject matter expertise in Diversity and Global Awareness and provides advice and consultation to the team. It is not the expectation that the SME know everything about Diversity, but rather that he/she seeks information as necessary. The SME will identify additional experts as needed who can provide advice and counsel to the team based on the work of the team.

## **Institutional Effectiveness Council Liaison: Vice President of Workforce Solutions**

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The Institutional Effectiveness Council Liaison to the Diversity and Global Awareness MV<sub>2</sub> Team serves as a link between the IE Council and the team to ensure ongoing support for the development of team plans through the relationship of those plans to the Mission, Vision, Values and Core Indicators for Gateway Community and Technical College. The Liaisons will bring together the plans of their respective teams to aid in the development of the overall Strategic and Annual Planning process for the College.

### **IEC Liaisons:**

The IE Council Liaison for the team serves as a member of a core team of the Institutional Effectiveness Council (IEC). The IEC works in conjunction with the Office of Research, Planning and Effectiveness to develop, implement, and review all components of the planning, assessment and evaluation process to ensure institution-wide effectiveness in all programs and services.

Responsibilities of the IE Council Liaison include:

- Serving as the trainer for the team to facilitate the understanding of Institutional Effectiveness process at Gateway.
- Serving as the “keeper” of the team’s associated Core Indicators of Institutional Effectiveness.
- Providing instruction and facilitation for the completion of the Team’s Plan of Work for each year within the GCTC 2007-2010 Strategic Plan timeframe.

- Keeping their MV<sub>2</sub> Team's planning and assessment aligned with the institutional strategic priorities and related initiatives of the GCTC 2007-2010 Strategic Plan.

## Team Accomplishments

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Through this team process three major outcomes have been accomplished: Gateway's Cultural Assessment Report, the Diversity Strategic Plan, and the Diversity Resource Center.

### 1. **The Bridges for a Just Community Inc.-Gateway Cultural Assessment Report**

The BRIDGES for a just Community, Inc conducted a cultural assessment with employees and students at Gateway Community and Technical College. The assessment was the first step in the development of a plan to enhance the cultural inclusiveness of the college. Its purpose was to evaluate the institutional environment in which Gateway administrators, faculty, staff, and students interact.

Surveys, focus groups, personal interviews were conducted as well as the review of Gateways' websites and materials related to the college's policies, procedures, goals, strategies, and curriculum. These findings provided Gateway leadership and the Diversity and Global Awareness MV<sub>2</sub> with a solid baseline of data and prioritized areas of focus to assist in developing the goals and objectives of the college's strategic diversity plan.

### 2. **Gateway Community and Technical College Strategic Diversity Plan** (*See Attachment*).

### 3. **Diversity Resource Center**

The Diversity Resource Center at Gateway Community and Technical College is one of the most recent initiatives of the college, and serves as a center for training, recruitment, and retention of faculty, staff, and students from underrepresented populations. The center has three major activities:

#### A. **Serves as a hub for the Multicultural Student Organization.**

Staff club advisors assist students with planning, organizing and coordinating academic, cross-cultural and social programs/events that will contribute to the multicultural enrichment of the college. Students who are members of the Multicultural Student Organization (MSO) are responsible for supervising the center, administrative duties, and informing the college community regarding cultural diversity events.

#### B. **Promote campus and community diversity events.**

The center sponsors and promotes a variety of annual cultural heritage events, lectures and other special programs. Specially organized events and programs are built around Hispanic Heritage Month, Chinese New Year, Black History Month, Asian Awareness Month, Native American Heritage Month, and Women's History Month, etc.

**C. Coordinate and Facilitate Diversity Professional Development.**

Provide diversity training by hosting a variety of workshops on cultural awareness. Workshops include, Diversity Awareness, Changing Minds through Diversity, Cultural Baggage, Diversity at Gateway: Not Just Black and White, and Moving Beyond Tolerance and Compliance. The center maintains a collection of diversity books, literature, and professional development materials for students and employees to enhance knowledge as it relates to diversity.