

## North Shore Community Colleges' Best Practices to Promote Diversity and Inclusiveness

North Shore Community College has initiated many successful programs to promote diversity and inclusion. Our efforts have led to a 50% increase in the number of diverse faculty and staff over a 5 year period from 2001 – 2006. We continue to make steady gains in the diversity of our employee population with our current minority employee percentage at 18%.

Some of our initiatives include:

### Diversity Leadership Council

The Diversity Leadership Council (DLC) became a standing committee of the college governance structure in 2002, in recognition of the need for consistent attention to diversity issues at NSCC. The DLC provides oversight to diversity initiatives and is charged with developing and recommending policy regarding diversity issues, serving as a clearinghouse for activities relating to diversity, and improving the institutional culture. Membership consists of faculty, staff, and students representing various diversity groups, offices, and committees.

A representative from the Diversity Leadership Council serves on every search committee to ensure diversity in the hiring pool and to include interview questions that address diversity. All search committee members are required to attend training which includes information on lawful hiring practices, affirmative action and the college's diversity goals.

### National Coalition Building Institute

National Coalition Building Institute (NCBI) is an international organization dedicated to welcoming diversity, building connections among people and resolving conflicts. North Shore Community College is a campus affiliate of NCBI and has a team of 31 faculty, staff and students trained to deliver diversity appreciation workshops in the classroom and to facilitate diversity training for all new hires.

NSCC took the lead in forming a state-wide NCBI Consortium of community colleges. The Consortium hosts professional development workshops twice a year to provide skills practice for the trainers and share ideas on best practices.

### Strategic Plan

NSCC's Five Year Strategic Plan has as one of the core goals, "A Culture of Respect." Under that goal there are specific objectives and activities that relate to the college's diversity initiatives over the next 5 years.

Diversity Website

The college just created a diversity website where all of our college diversity initiatives can be viewed by students, staff, applicants and the community. The website address is: [www.northshore.edu/diversity/](http://www.northshore.edu/diversity/)

If you have any questions about the programs listed, please feel free to contact Madeline Wallis, Vice President of Human Resource Development at (978) 739-5553 or Pamela Nolan Young, Director of Human Resource Development at (978) 762-5470.