

**President's Diversity Advisory Committee (PDAC)**

**DIVERSITY GOALS  
Excerpted from PDAC Rules and Procedures  
August 2009 Status**

The PDTF established nine diversity goals for Santa Fe Community College. Following are the goals and the activities accomplished to date to support those goals.

<b><i>Goal 1: Define diversity for SFCC</i></b>	
A. SFCC governing board adopts diversity policy	February 2007 - Completed
B. Diversity task force organized & mission/vision adopted	Summer 2007 - Completed
C. PDAC policies and guidelines	February 2008 - Approved
<b><i>Goal 2: Develop a diversity action plan for SFCC</i></b>	
A. Diversity Strategic Plan objective reviewed by Dr. Virgint	March 2009
B. Dr. Martinez-Purson shared UNM's diversity action plan	February 2009
C. Diversity Action Report submitted to SFCC President	August 2009
<b><i>Goal 3: Curriculum: Develop, implement and revitalize curriculum to reflect diversity in content, perspectives and pedagogy</i></b>	
A. Leadership Academy Level 1 revised curriculum to add more diversity content	2009 – Completed
B. Dr. Bornet presented cultural pie and updates on what campus is already doing in terms of diversity in curriculum	March 2009
C. Certificate in Spanish for medical professionals introduced	April 2009
<b><i>Goal 4: Data and Analysis: Collect and analyze data to enhance and improve programs/policies to meet diversity goals</i></b>	
A. Diversity demographic stats presented to committee	August 2008
B. Diversity statistics and data presented by Dr. Virgint to committee	December 2008
C. Diversity statistics and data submitted by Dr. Virgint to Dr. Nayyar on campus climate surveys to find effect of diversity activities on campus in past 2 yrs.	August 2009
<b><i>Goal 5: Hiring Practices: Increase diversity among faculty, staff and administrators to reflect our community</i></b>	
A. Diversity hiring process suggestions presented to committee	February 2008
B. New hiring process to include diversity introduced by Meridee Walters to Extended Cabinet and committee members	June 2008
C. Equity in hiring process completed and ready for implementation in spring 2009	Completed
D. Updates on equity in hiring	February 2009
E. Tool to monitor progress on equity submitted to Dr. Liss	March 2009
F. Equity in hiring update by HR director	March 2009
<b><i>Goal 6: Recruitment and Retention: Acknowledging that students come first, increase diversity in student population that reflects diverse cultural backgrounds</i></b>	
A. Special services activities and actions on behalf of students	November 2008

report presented to committee	
B. PDAC sponsored diversity workshops presented at student leadership at SFCC	April 2009
C. PDAC sponsored variety of cultural dances at Discovery Day	May 2009
D. PDAC sponsored students to attend White Cultural Privilege conference out of state	May 2009
E. PDAC proposed to revitalize “Access Club” to help students with special needs.	July 2009
<b>Goal 7: Increase Community Partnerships: Improve and increase partnerships and workforce development within our diverse community</b>	
A. Lillian Montoya-Rael was selected by SFCC President to be external community co-chair	August 2009
<b>Goal 8: Campus Climate: Create a campus where sensitivity and respect are demonstrated</b>	
A. Day of the Dead celebration on campus	10/07 & 10/08
B. Facilitated discussion on Immigration & Mexican American Culture	
C. First Diversity Summit held – Jane Elliott	November 2008
D. Film and panel discussion – “A Class Apart”	February 2009
E. World Flags displayed in main hallway	February 2009
F. World Book Day in SFCC Library	February 2009
G. International Coffee Hour	February 2009
H. Windows on World (WOW) program introduced	April 2009
I. Ecotonos cross cultural simulation workshop presented during Convocation week to faculty and staff	August 2009
<b>Goal 9: Diversity communication at SFCC</b>	
A. Diversity webpage formed on SFCC website	November 2007
B. Diversity newsletter created & disseminated - 11/07- language diversity, 11/08 – special services, diversity and music; 2/09- Black History month	November 2007 November 2008 February 2009
C. JACK diversity channel started and group channel added	February 2008
D. Spanish translation of exterior signage for college completed – 7/08, and posted 11/08	November 2008
E. MPR (marketing and public relations) held a focus group on needs of Spanish speaking stakeholders	October 2008
F. “Se Habla Espanol” stickers ordered and distributed 2/09 in all offices on campus where bi-lingual employees worked	February 2009
G. Diversity Tip of the Week introduced on JACK	April 2009
H. Diversity library created and housed in Professional Development Dept	June 2009
I. Dr. Nayyar delivered presentation to committee on Islam & Quran	July 2009
J. First diversity calendar of events created and sent to MPR for printing	July 2009
K. International Flags found new location – in atrium 8/09	August 2009
L. WOW final draft of year’s events finalized	August 2009