

# **Diversity Council**

## **Five Year Plan**

**A plan developed by the Diversity Council to advance the implementation of Equity & Diversity at Tulsa Community College**

**Respectively Submitted by The Diversity Council:**

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## **Diversity Council**

### **Planning Guide**

Goal: To advance and sustain an environment of equity, diversity and inclusiveness for all members of the Tulsa Community College community and constituents by insuring equal access to educational and employment opportunities.

The plan should consist of the following interdependent elements/strategies:

- Integrated into all areas of the college
- Aligned with the mission, core values and vision of TCC
- Institutionalized as a permanent part of the way TCC conducts business
- Broadly inclusive and respectful of differences (e.g., race, ethnicity, culture, gender, sexual orientation, disability, age, religion ...)
- Reflective of shared responsibility
- Based on research or best practices
- Evaluated and assessed often

There are a number of definitions for the term “Diversity” shared by scholars and practitioners (TCC’s definition as established by the College’s Multicultural Issues Committees -1990’s- is found on page 3). For planning purposes the term is used to refer to two related concepts:

- a set of principles and values rooted in just, fair, and equitable treatment of individuals and identity groups (e.g. African-American, Native-American, Hispanics, Women ...)
- a recognition that demographic make-up of a team, department or organization influences individual, and organizational, beliefs, cognition and behavior ... difference matters/viva la diferencia

### **Diversity is not:**

- A policy that promotes preferential treatment.
- A replacement of European-oriented history with African-oriented history.
- A divisive phenomenon that will pit race vs. race, religion vs. religion, etc....
- A mechanism that will destroy the traditional curriculum in the U.S.A.
- A passing educational fad that will go away.

### **Diversity is:**

- An educational approach that recognizes all the racial, ethnic, religious, economic, political, social, and cultural groups in the country and infuses the experiences of all into the curriculum.
- A concept that will help students understand and respect themselves and people of other races, religions, economic, political, social, and cultural groups.
- A balanced, factual, basic view of educational curriculum that does not attempt to impose one cultural view for the whole country.
- An educational approach more consistent with our country's democratic heritage; one based on the worth of the individual.

## **Diversity Council Mission Statement**

The Diversity Council is committed to bridge the gaps among students, faculty and staff of all cultures and ethnicity. The Council's mission is to promote an increased awareness of and a shared commitment to inclusiveness and diversity throughout the learning-centered environment at Tulsa Community College.

The Diversity Council assumes a leadership role in the development of a student, faculty, and staff population that recognizes the inherent value of equity and diversity. The council represents the multiple cultures within our community and envisions a campus climate where equity is assured in all facets of the academic endeavor, including teaching and learning, enrollment and employment, and the allocation of resources.

Within the learning environment we will challenge and support students, who will work, live and serve in a diverse nation and world, to understand how various cultural backgrounds, life experiences, challenges, and orientations impact a person's view of the world.

Within our working environment we will facilitate, build and create interaction, understanding and dialogue among diverse cultures, sharing in a meaningful common inclusive society where the gap between persons of all cultures, disabilities, gender and religious differences may be accepted and bridged.

### **Statement of Need**

In recent years, the Tulsa Metropolitan area has found itself with a rapidly changing demographic and cultural makeup. All over this geographic area, people of good intent and different cultural backgrounds struggle to fit into society and often are unable to bridge the barriers of race, culture and conditioning. Due to past patterns of existence, most people have little experience in intra and intercultural communication and collaboration. Few are able to take the initial steps in establishing communication and even fewer can maintain this initiative. Often this inexperience causes more harm than good in spite of well meaning intentions.

### **Strategic Plan**

The council will regularly advise the President's Cabinet on matters of diversity. In addition the council will provide insight and understanding of the importance of fostering an appreciation of diversity. The council also provides a venue for reviewing the current state of the college's diversity efforts, creating a plan for promoting diversity through out the college, and developing long range planning initiatives to insure the college reflects the rich diversity of cultural heritage and experiences found in the community, State of Oklahoma and the world.

## Goals

### Goal 1: Recruit and retain students of color/minority students

#### Objectives:

- *Develop and expand cultural studies programs.*
  - Create three new academic programs (African-American Studies, Asian/Asian-American Studies & Hispanic/Latino Studies) and expand the existing Native American Studies Program.
  - Use incentives to form four campus-wide interest groups of faculty to create curriculum and coordinate programs in conjunction with designated Associate Deans, the Dean of Global Education, and through community solicited input.
  - Organize a coordinated marketing and recruitment initiative for these programs that involves the four cultural studies areas, Academic Affairs, the Public Information office, Student Recruitment Services, and Student Services.
  - Create scholarship opportunities for students to access these programs through the TCC Foundation.
  
- *Develop new and identify existing College resources that create opportunities for access and support student success.*
  - “Continue the development of Tulsa Community College’s Student Outreach & Civic Engagement programs” (“The Recruitment of Students from Historically Underserved Communities”, 26 April 2006, p.5).
  - Strategically market early outreach programs (Continuing Ed., etc.), educational opportunity programs (EOC, EMERGE, RISE, Tulsa Achieves, AHEC, etc.) and college bridge programs (ACE, OHLAP, etc.) to communities of color.
  - Support the establishment of additional cultural-based student organizations and ongoing cultural enrichment activities on each campus.
  - Develop and implement effective retention strategies such as early alert systems, specialized orientations, mid-semester student success sessions, learning cohorts, enrollment reminders, and specialized college strategies classes.
  - Create new and innovative programs that support student learning, e.g., East Tulsa Outreach Center, and expanded ESL resource center, Achieving the Dream, etc.
  - Expand and catalog scholarship opportunities for students of color and international students through the TCC Foundation.
  - Utilize internal survey and assessment data to analyze population trends, create standardized reports, identify best practices and make this data available to the College community to inform diversity-related organizational planning and to evaluate effectiveness of efforts.

- *Transform the College into a more culturally competent institution.*
  - Communicate and collaborate between College Councils and with other institutional planning groups to develop comprehensively shared goals and action plans concerning diversity.
  - Provide professional and staff development opportunities to learn and enhance understanding of culturally-diverse populations.
  - Utilize technology to upgrade website and expand outreach to diverse populations with particular emphasis on international students.
  - Use “cultural competence” as an evaluative component of the performance appraisal criteria.
  
- *Strategically engage and respond to the needs of students and other constituents from underserved areas.*
  - Utilize effective tools such as environmental scanning to solicit ongoing feedback from groups, organizations and communities of color concerning their needs.
  - Develop student resource boards or groups with a composition that includes students of color from the College and the community to provide advisory input concerning programs and services.

**Goal 2: Recruit and retain faculty/staff of color/minority faculty & staff**

**Recommendations:**

- *Continue with current HR practice of advertising in ethnic/minority based publications and identify new sources for marketing, e.g., The Black Chronicle-OKC*
  
- *Develop all position ads with a strong diversity inclusion theme*
  
- *Evaluate the application pool before beginning the selection process. Extend the search if the pool is not reflective of desired diversity.*
  
- *Create an environment that will enable the College to foster a climate of inclusion that:*
  - Enhances tolerance training
  - Communicates the Council’s purpose to the College
  - Focuses on retention-college wide initiative
  
- *Encourage bilingual skills to promote the College; develop a stipend/differential pay program for staff involvement in direct service to the community; use other languages to benefit the College and the community.*

- *Martin Luther King holiday observance for the College and develop active plan where TCC is represented in the MLK parade; may join other higher education institutions that are participating in this event*
- *“Growing our own” faculty/staff*
  - Review adjunct faculty profiles of those interested in becoming a full-time assistant professor at the College and create a bridge program to help them achieve that goal.
  - Link evaluations to education/personal development goals; include a statement on appraisal forms that indicate an interest in teaching full-time
  - Create an institutional plan to provide commitment and support for completion of higher level degrees in order to prepare for career advancement or other positions within the College
  - Provide a mechanism to help pay for classes through a scholarship program for employees or through partnerships with other higher education institutions
  - Provide flexible scheduling to take classes
- *Link our initiatives with the Tulsa Achieves program in order to:*
  - Boost numbers for Tulsa Achieves and also create employment opportunities
  - Allow for participation in campus activities as part of service learning
- *Encourage mentoring programs involving senior employees (in-house) for those who are interested in obtaining other positions within the college.*
- *Implement a faculty foreign/domestic exchange program*

## Addendum:

- TCC's Student Outreach & Civic Engagement Program