

**Volunteer State Community College
ACCT Diversity Committee Response
September 15, 2009**

Institutional Approach to Diversity

Diversity Plan - VSCC implemented a comprehensive Diversity plan in 2008 as part of a Tennessee Board of Regents initiative. The 2008-2010 Diversity Plan incorporated strategic planning objectives from the colleges 2005-2010 Strategic Plan. Measurable outcomes were developed by establishing baselines and benchmarks for initiatives under the following four main goals:

- VSCC will continue to improve the campus environment to be welcoming of all people and support, acknowledge, and value diversity.
- VSCC will ensure meaningful community participation in College activities and VSCC participation in community events.
- VSCC will attract, serve, and retain faculty and staff who understand and encourage diversity on campus and in the community.
- VSCC will pursue grant related diversity research options.

At VSCC the Diversity Committee, comprised of faculty, staff, and students, is charged with monitoring the progress of the college's Diversity Plan and recommending changes.

Diversity Grant – The Diversity Grant program is for students over the age of 24 with priority given to students of other races and first generation college students. The award amount is based on student needs

Campus Committees involved with Diversity - Diversity Committee, International Education Committee, Campus and Cultural Activities Committee.

Office of Student Life and Diversity Initiatives - The charge of this office is to provide support services for underrepresented students/non-traditional/first generation and other diverse students, assist in the recruitment and retention of these student populations, build a sense of community and unity among all students and further Vol State's goal of promoting diversity and equality of all persons. For additional information please visit www.volstate.edu/StudentLife/minority.html.

Successful Diversity Initiatives

Familias Hispanas - The "Familias Hispanas" program focuses on Hispanic families and their knowledge of the U.S. higher education system. It provides hands-on help in educating entire families about the educational system and how family members can achieve their goals via education. All outreach efforts are conducted in both Spanish and English. The program began in Sumner County, but is expanded to areas in our 12 county service area with high concentrations of Hispanic families.

Adopt A School – The Adopt A School program, operating since 2007, works with Hunters Lane High School. Hunters Lane was selected because it was close to receiving NCLB sanctions and had low graduation rates. VSCC staff work directly with the Freshman Academy students and their teachers, once a month, providing information about college and career choices. Additionally, the high school students visit VSCC and are provided with a tour, presentations by student leaders and faculty, lunch and attend a presentation by a national speaker during our annual Unity Day event. This year, select students will also attend a weeklong summer program.

International Education – The International Education Committee oversees the distribution of international education student fees. The purpose of the fee is to internationalize the curriculum and provide opportunities for student study abroad travel. The program has doubled in two years the number of students who have been able to travel. Additionally, the fee has funded several international speakers. Most notable was Arun Gandhi.

Sumner County Hispanic Alliance - This independent alliance grew from an initiative begun by VSCC faculty and staff, who were interested in aligning the institution more closely with our growing Hispanic population. Begun in 2006, the organization grew to such a point that it has an identity of its own. Members include VSCC faculty, staff, and area Hispanic leaders, business owners and non-profit organizations. The Alliance along with VSCC, hosts Fiesta de Otono every October and two Hispanic Family nights. Each program has grown.