

Diversity, Equity, and Inclusion Council Strategic Plan



August 2013



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

Diversity, Equity, and Inclusion Council

Overview

The Grossmont-Cuyamaca Community College District has a strong commitment to diversity and multicultural education, as evidenced by its board policies, strategic plan, and mission statements, as well as the programs and instructional activities occurring at Grossmont and Cuyamaca colleges. Our board policy states that the District “strives to provide an educational environment that fosters cultural awareness, mutual understanding and respect that ultimately also benefits the global community.”

The college district, with almost 30,000 students, is uniquely situated to benefit from a wide range of diverse populations. The 1,100-square-mile college district in eastern San Diego County is located next to the Mexican border in San Diego County and is home to the second-largest community of Iraqi immigrants in the United States. The county is also the site of more Native American reservations than anywhere else in the nation.

The District launched the Diversity, Equity and Inclusion Council in February 2011 to take the many worthwhile efforts at both colleges and develop them into a more unified, comprehensive and focused effort to promote diversity and multiculturalism. The council works closely with the principal shared governance structures within the District, as well as the DEI site committees representing Grossmont and Cuyamaca colleges and District Services.

In August 2011, the District was selected as one of eight institutions of higher education to participate in the American Council on Education’s *At Home in the World* initiative. The initiative is designed to aid the institutions in developing frameworks and strategies that will help students understand their own cultures and those of their neighbors near and far.

This strategic plan was created to provide a framework for the Diversity, Equity and Inclusion Council and the site committees in carrying out the goals of promoting a welcoming environment that fosters cultural competency, equity and respect for all persons. The plan will be reviewed and updated on an annual basis.

Diversity, Equity, and Inclusion Council Charge and Composition

(Council reports to DEC/Chancellors Cabinet under Districtwide Operations)

Charge

The charge of the Diversity, Equity, and Inclusion (DEI) Council is to build a culture of inclusivity and promote a global consciousness in the college district and community. Our objective is to provide a welcoming environment that fosters cultural competence, equity and respect for all employees and students.

The council is responsible for assessing progress and disseminating information regarding diversity and equity; recommending meaningful strategies for improvement; overseeing the implementation of the charge districtwide; and ensuring compliance with relevant laws and regulations.

The council is also responsible for writing plans in accordance with Title 5 or other federal and state regulations and the District's [Commitment to Diversity](#). The council also serves as the District's EEOC Advisory Committee.

The council promotes acceptance of all people, including those of diverse age, ancestry, color, disability, ethnicity, perspective, national origin, religion, gender, gender identity, sexual orientation, education, socioeconomic, and employment status.

The goal of the council is to create an inclusive environment in the Grossmont-Cuyamaca Community College District and to honor the importance of differences in others.

Composition

Chair-Vice Chancellor Human Resources
Institutional Research representative
District Communications representative
Human Resources representative
3-5 each, from Grossmont and Cuyamaca Colleges' DEI Committees
3-5 from District Services DEI Committee

Meeting schedule: Once a month, 1st Thursday 2-3:30 p.m.

Planning Process

The goals and strategies of the Diversity, Equity, and Inclusion Council’s strategic plan are guided by the District’s vision, mission, and values. The Grossmont-Cuyamaca Community College District strives to “Provide outstanding learning opportunities that prepare students to meet community needs and future challenges of a complex, global society.” The Grossmont-Cuyamaca Community College District fulfills its mission by focusing on:

- **Student Access** by ensuring all prospective students have an opportunity to benefit from the programs and services provided;
- **Learning and Student Success** by providing programs and services that enable students to progress in a timely fashion toward the achievement of their identified educational goals and by promoting a culture that values students, fosters academic excellence, and cultivates an environment that is conducive to sustained continuous improvement of learning;
- **Value and Support of Employees** by fostering an inclusive, diverse, and professional environment where employees are encouraged to pursue and reach their potential;
- **Economic and Community Development** by pursuing opportunities and partnerships that enhance college programs, promote a vibrant economy, and benefit the local community; and
- **Fiscal and Physical Resources** by enhancing District fiscal and physical resources with strategic and transparent stewardship.

The Strategic Plan, initial goals and activities were developed with input from broad based, representatives’ constituencies throughout the District during a two day workshop facilitated by liaisons from the American Council on Education (ACE). Four major areas of focus emerged from this session:

- Student Access, Equity, and Success
- Cultural Competency and Culture of Inclusion
- Communication
- Developing a Diverse World-Class Workforce

In addition, five subcommittees of the council were created to begin working on the initial goals and planned activities:

- Student Access, Equity, and Success Subcommittee
- Cultural Competency and Culture of Inclusion Subcommittee
- Communication Subcommittee
- Workforce Subcommittee
- Research Subcommittee

The DEI Council will track activities and key performance indicators annually in order to evaluate the goals laid out in the strategic plan.

DEI Council Strategic Plan

The council and other established districtwide committees will work to develop and implement goals related to diversity, equity, and inclusion. Such goals will be identified in appropriate districtwide plans.

- I. **STUDENT ACCESS, EQUITY, AND SUCCESS** – Ensure that students of all backgrounds feel welcomed and succeed in equal rates

Goals:	Key Performance Indicators:				
1. Seek to maintain a student population that reflects diversity in the community	Monitor and disseminate information about diversity of student population compared to the community				
2. Share information that leads to promotion of increasing success and course completion rates for students and/or while reducing the achievement gap	Disseminate information about disaggregated success and course completion rates once a year				
3. Promote ADA standards for existing or new facilities	Communicate information about new or existing facilities that meet or exceed ADA Standards				
4. Promote safe and inclusive spaces throughout the District	Increased perception of safety and inclusion reflected in student and employee surveys				
Activities	2011-2012	2012-2013	2013- 2014	2014- 2015	2015- 2016
1.1 Hold workshops to disseminate information about diversity of student population	✓	✓			
2.1 Disaggregate outcome data and develop intervention strategies					
3.1 Review the extent of new or existing facilities that meet ADA standards					
4.1 Establish Contemplation Rooms		✓			
4.2 Establish Gender-Neutral Restrooms		✓			

II. **CULTURAL COMPETENCY AND CULTURE OF INCLUSION** – Enhance cultural and global competencies for students and employees

Goals:	Key Performance Indicators:				
1. Promote and infuse globalization across the curriculum 2. Recognize and enhance cultural and global competencies for all employees. 3. Enhance cultural and global competencies for all students	Hold at least 10 DEI districtwide events and activities per year Survey employees on culture competency every two years Increase the numbers of students and employees who feel a welcoming environment of inclusion				
Activities	2011-2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016
1.1 Hold workshops on globalization across the curriculum led by faculty and Academic Senates			✓		
1.2 Promote the inclusion of a diversity graduation requirement at both colleges					
1.3 Promote the establishment of a Global Studies degree at both colleges					
2.1, 3.1 Conduct Diversity Dialogues, forums, and cross-cultural workshops	✓	✓	✓	✓	✓
2.2 Catalog diversity events districtwide	✓	✓	✓		
2.3 Create and implement a districtwide climate survey	✓	✓	✓		
2.4 Provide professional development workshops on topics such as Safe Spaces, Diversity and Cultural Competency training	✓	✓			
2.5 Promote faculty exchanges					✓
2.6 Promote study-abroad international internships					
3.2 Encourage cultural proficiency as an institutional student learning outcome at each campus					

III. **COMMUNICATION** - Communicate and inform the college district and community about DEI and related activities

Goals:	Key Performance Indicators:				
1. Raise awareness of DEI goals and activities with the internal and external community 2. Promote appropriate language use for DEI	Create at least 10 press releases, community newsletters, and website postings involving DEI-related events or programs per year Increased awareness about DEI in climate surveys				
Activities	2011-2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016
1.1 Create an online DEI reference catalog	✓	✓			
1.2 Review and revise college publications and other marketing tools to reflect diversity in pictures, graphics, and text to reflect an inclusive environment	✓	✓	✓	✓	✓
1.3 Create DEI websites for District and colleges		✓			
1.4 Make presentations and announcements at respective colleges' and District's shared governance meetings	✓	✓			
1.5 Include diversity activities in monthly email newsletter to community		✓	✓	✓	✓
2.1 Establish consensus on DEI word definitions		✓	✓		
2.2 Create a guideline for language use for good communication regarding diversity			✓		
2.3 Host a workshop for faculty, staff and students about language use			✓		

IV. **WORKFORCE** – diversify our workforce by enhancing hiring practices and providing support and development for all employees

Goals:	Key Performance Indicators:				
1. Work with Human Resources to promote hiring of a diverse workforce 2. Monitor hiring practices and make recommendations to Human Resources to promote the development of a world-class work force. 3. Recognize diversity, equity, and inclusion leadership among employees	Develop data on diversity of workforce Encourage Professional Development workshops promoting diversity Create DEI leadership awards				
Activities	2011-2012	2012- 2013	2013- 2014	2014- 2015	2015- 2016
1.1 Implement EEO training for screening committees	✓	✓	✓	✓	✓
1.2 Advocate for a component of new employee “on-boarding” that includes diversity		✓	✓	✓	✓
1.3 Work with Human Resources to enhance the diversity of hiring pools.			✓		
1.4 Work with Human Resources to increase cultural diversity awareness of screening committee members.			✓		
2.1 Participate and make recommendations regarding business process analysis for onboarding activities of new employees			✓	✓	
3.1 Create a diversity leadership award at sites and District			✓		