



Updated Diversity Plan

2010 - 2015

Diversity Advisory Team
January 2011

2010-2011 Assessment Sub-Committee Members and Overall Goals

Assessment Sub-Committee members: Brenda Parmenter, Denise Vujnovich, Shelly Dutchin, Cindy Kartman**

- Collect and analyze data/demographics of the area

Activity	Years Planned to work on activity				
	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
1. Conduct focus groups <ul style="list-style-type: none"> • Race/ethnicity • Age • Gender • Disabilities (Incorporate under-resourced question(s) for all groups)	X		X		X
2. Conduct listening sessions <ul style="list-style-type: none"> • LGBT-Out4everyone • NTO • Dislocated worker/older student group • Religion- Crusade • Multicultural Club • Disabilities (Work with Kristina for gather student group) 		X		X	
3. Develop/implement/maintain scorecard <ul style="list-style-type: none"> • November DTF Meeting - Share scorecard with the DTF and made available on the webpage. • Create a total number of participants by year graph. • Add a column to the event sign-in sheet that asks if the event is the participant's first diversity event. • Collect data on the number of new participants attending diversity events each year. 	X X X X	X X	X X	X X	X X
4. Gather employee retention data-work with Hiring Sub-committee <ul style="list-style-type: none"> • Coordinate with the Hiring Sub-committee to collect diversity employee retention data. 		X			
5. Remind DTF members of event surveys/sign-in sheet use <ul style="list-style-type: none"> ○ October DTF Meeting- Remind DTF members to utilize the event survey and participant sign in sheets. ○ Share events with Missy to record on the Diversity Events Calendar; Events to be a standing agenda item • Missy has format. http://wire.westerntc.edu/diversity/resources.asp 	X	X	X	X	X

2010-2011 Communications Sub-Committee Members and Overall Goals

Communications Sub-Committee members: Julie Lemon, Denise Vujnovich, Chad Dull, Ge Vang, Jackie Kettner**

- **Promote and sharing information internally and externally on Diversity.**

Activity	Years Planned to work on activity				
	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
1. Diversity Section of Western.edu website	X				X
2. Maintain Web-site	X	X	X	X	X
3. Promote events internally and externally	X	X	X	X	X

2010-2011 Curriculum Sub-Committee Members and Overall Goals

Sub-Committee members: Richard Kotovich*, Brandee Ortery, Sally Cahalan, Susan Evans

- **Provide guidance and resources on diversity topics.**
- **Provide diversity based experiential learning opportunities and reflection.**
- **Promote and support diversity related topics integrated in course curriculum.**
- **Identify best practices of delivery of diversity topics.**

Activity	Years Planned to work on activity				
	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
1. Create a diversity toolbox <ul style="list-style-type: none"> • Faculty sharing of best practices with others • Offer \$250 Faculty Mini-Grants (total of 8) as an incentive to initiate curriculum development at the program level. Each submission would have to meet set criteria 	X X X	X X	X X	X X	X X
2. Identify and approach programs to include Race Ethnic and Diversity course (create the concept of a ‘preferred’ elective). <ul style="list-style-type: none"> • Utilizes staff most qualified to instruct in this area. • Works with currently set statewide curriculum • Students in certain programs that do not currently require a race and diversity class may be at a disadvantage in their work setting by not having this class. <ul style="list-style-type: none"> ○ Criminal Justice, Nursing, Paramedic, Early Childhood Ed, etc. ○ Approach programs and encourage using race/diversity as a ‘preferred elective’. 	X	X			
3. Offer race and diversity at the 200 level. <ul style="list-style-type: none"> • Expanding diversity related course offering beyond current Race Ethnic and Diversity would provide students with a choice of courses. • Providing a transferrable 200 level course would allow Western to provide diversity related content to a growing segment of our student population. • Suggestions for 200 level diversity offering include <ul style="list-style-type: none"> ○ Cultural Anthropology & Human Diversity - #20809283 – 3cr. 			X		
4. Provide opportunities to include diversity in faculty and staff development plans. <ul style="list-style-type: none"> • Use Employee Success Plan (ESP) to open dialog about incorporating diversity (with Senior Leadership Team) • Faculty – ask the same questions to existing staff utilizing their Employee Success Plan, i.e., “How might you improve diversity related awareness into the classroom?” 		X X	X X	X X	X X

2010-2011 Hiring Sub-Committee Members and Overall Goals

Sub-Committee members: Deb Chesebro*, Dan Wilson, Jody Jablonski, Nhia Vang, Connie Hoveland-Belden (consultant)

- **To increase the number of under-represented populations in all work units, particularly faculty in an effort to achieve educational equity.**
- **Create and sustain a college-wide culture that affects decision-making at all levels**

Activity	Years Planned to work on activity				
	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
1. Develop a solid framework in our hiring process <ul style="list-style-type: none"> • Search committee training specific to our diversity goals • Utilize interview questions that identify applicants that share similar qualities • Evaluate candidate abilities with preferred competencies 	X	X	X	X	X
2. Increase the size of applicant pools <ul style="list-style-type: none"> • Implement marketing and advertising proven strategies • Partner at a community level with local diversity divisions, leaders, and teams 	X	X	X	X	X
3. Collect and review data and review to determine level of success and deficiencies, modify as needed	X	X	x	x	x

2010-2011 Inclusiveness Sub-Committee Members and Overall Goals

Sub-Committee members: Chad Dull, Brenda Parmenter**, Barb Kelsey, Nhia Vang, Bernard Black, Kristina Puent, Carol Anderson, Ron Edwards, Mary O’Sullivan, Roseanne St. Sauver, Noelle Weber, Cindy Kartman, Deb Chesebro**

- **To develop and implement an atmosphere of inclusiveness for under-represented populations.**

Activity	Years Planned to work on activity				
	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
1. Create mentoring and learning communities for under-represented student populations <ul style="list-style-type: none"> • Research • Pilot Model • Fully implement program 	X	X	X		
2. Implement a “Safe Space” program <ul style="list-style-type: none"> • Western table at UWL’s pride Fest (completed Aug. 2010) • LGBT library display during October (completed Oct. 2010) • Purchase & display posters to promote inclusiveness college-wide • Advertise LGBT community events college-wide • Bring LGBT student panel and ALLY Training to campus (completed Set/Oct 2010) • Start student support group, Out4Everyone (Gay-Straight Alliance Student Club) (formed fall 2010) <ul style="list-style-type: none"> ◦ Transition new advisor for group • Advocate for designated space for LGBT students 	X Work on sustaining the work completed X X	X Work on sustaining the work completed \$\$ for cost of Pride Fest table and continued training	X Work on sustaining the work completed \$\$ for cost of Pride Fest table and continued training	X Work on sustaining the work completed \$\$ for cost of Pride Fest table and continued training	X Work on sustaining the work completed \$\$ for cost of Pride Fest table and continued training
3. Offer training for staff and faculty on working with students who are under-resourced	X \$3000 for materials	X			
4. Offer lunch and learn on “OUCH” – That Stereotype Hurts – How do we speak up against stereotypes	X \$ for snacks				