

**Kishwaukee College
Diversity Strategic Plan
Status Report
December 19, 2012**

**Keith R. Barnes and Pernevlon Ellis
Co-Chairs, Diversity Committee**

Goal #2 (in campus strategic plan): Increase Student Success - Focus on a Campus-wide Initiative for Awareness, Support, and Sensitivity to all types of Diversity (*Implement student components of the Diversity Strategic Plan*).

Action Item	Completion Year	Status	Funding Source	Facilitator	Support Personnel	Status Report (as of 12/19/12)
#2.1 - Conduct a cultural climate study for Kishwaukee College students, review the data from the campus climate survey to identify concern/areas for improvement, and create a list to be disseminated to key leaders across campus.	FY 2013	In Progress	Research Office	Matt Crull	Keith R. Barnes Pernevlon Ellis Sylinda Menafee	Matt Crull plans to administer another Noel-Levitz Student Satisfaction Inventory in late March of 2013. Keith, Pernevelon, & Sylinda plan to conduct a series of focus groups totaling 100 first year African American students during spring of 2013 to identify their retention issues and how the college can more adequately address them.
#2.2 - Develop a diversity training program for Kishwaukee College students.	FY 2013	Exploring	Student Government Association & the Center for Diversity Initiatives	Ami Irmes Allison von Ende	Student Government Association/Student Organization Leaders	Ami Irmes and Allison von Ende will work with the Diversity Committee and the Student

						Government Association to develop a workshop for April of 2013.
#2.3 - Create a budget for the various diversity awareness months and honoraria for speakers from diverse backgrounds.	FY 2013	In Progress	Center for Diversity Initiatives	Keith Barnes Pernevlon Ellis	Cultural Awareness Month Committees	Keith Barnes and Pernevlon Ellis met with representatives from the various awareness month committees (Latino/Hispanic, Black History, Women History, Asian/Pacific Islander, and LBTA) and created a budget proposal for FY 2014 under the Student Services Division: Center for Diversity Initiatives.
#2.4 - Design a component to the new student orientation program that stresses the importance of diversity.	FY 2014	Exploring	Foundation Grant/Student Services Budget	Keith Barnes	Heather Ferguson	The Diversity Committee will invite Heather Ferguson to a meeting in spring 2013 to discuss implementing a pilot new student welcome day for diverse student populations and

						to add some aspect of diversity to the First Year Connections New Student Orientation.
#2.5 - Develop a diversity speaker series and other programs for the Kishwaukee College community and district residents.	FY 2014	Exploring	Center for Diversity Initiatives & other funding resources	Keith Barnes Pernevlon Ellis	Cultural Awareness Month Committees	The Diversity Committee is planning to re-establish a "Diversity Mondays" series in conjunction with the Cultural Awareness Month Committees, various campus divisions and departments and community institutions and organizations.
#2.6 - Create a diversity and multicultural center.	FY 2014	In Progress	College Capital Expenditures	Vice President of Student Services	Nancy Partch Keith R. Barnes Rob Galick	In Dec. 2012, the executive committee approved the establishment of the Center for Diversity Initiatives at the former location for the Art Gallery. Keith and Nancy are

						working with Rob Galick and the architects to design a blue print for the center.
#2.7 - Hire a full-time multicultural or diverse student services coordinator.	FY 2014	In Progress	Student Services Budget	Vice President of Student Services	Nancy Partch Keith R. Barnes	Nancy Partch is working on changing the Coordinator, Diverse Student Services and Transfer Center position to the Coordinator, Diversity Initiatives and integrating the transfer services function into the Counseling and Student Development Center.
#2.8 - Utilize currently enrolled Kishwaukee College students from a diverse population as mentors for new and transfer Kishwaukee College students.	FY 2015	Exploring	Student Services Budget	Vice President of Student Services	TBA	The Diversity Committee is waiting for the new VPSS, Sedgwick Harris, to get adjusted to the college and his position and provide us leadership on this action item in conjunction with

						Goal #2 of the Campus Strategic Plan.
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Goal #4 (in campus strategic plan): Position College Resources for the Future - Enhance Employee Recruitment
(Implement employee recruitment components of the Diversity Strategic Plan).

<p>#4.1 - Implement procedures and initiatives designed to create a more diverse workforce for the college that better reflects the diverse student population.</p>	<p>FY 2013</p>	<p>Exploring</p>	<p>Human Resources</p>	<p>Keith R. Barnes Pernevlon Ellis</p>	<p>Kishwaukee College Stakeholders</p>	<p>The Diversity Committee plans to utilize the Inclusive Excellence Model as a framework for establishing diversity initiatives at the college. Keith and Pernevlon will introduce the model at the Board of Trustees meeting on 1/8/2013 and at the first diversity training workshop on 2/1/2013.</p>
<p>#4.2 - Develop procedures/forms for search committees to review that emphasizes the college's commitment to diversity.</p>	<p>FY 2013</p>	<p>In Progress</p>	<p>Office of Human Resources</p>	<p>Kate Noreiko</p>	<p>Michelle Pease</p>	<p>Kate currently presents information to all search committees that explains how to obtain a diverse candidate pool and its significance. The committee recommended that she keep a record of people from diverse populations who apply for positions and are</p>

						subsequently invited for an interview and hired. The goal is to provide more training and support for areas that struggle with securing a diverse candidate pool.
#4.3 - Include in all advertisements for college positions a statement that reflects the college's commitment to diversity (e.g., Kishwaukee College celebrates, values, and affirms a diverse workforce and enthusiastically encourages persons from diverse groups to apply)	FY 2013	Complete	Human Resources	Kate Noreiko	Michelle Pease Lindsay Barron	The Diversity Committee suggested that HR move the following statement at the top of their Employment Opportunities Website: "Kishwaukee College celebrates, values, and affirms a diverse workforce and enthusiastically encourages persons from diverse groups to apply." Lindsay in Marketing Services completed this task on 12/4/12.

<p>#4.4 - Update recruitment materials to better reflect Kishwaukee College's commitment to diversity.</p>	<p>FY 2014</p>	<p>Exploring</p>	<p>Office of Human Resources</p>	<p>Kate Noreiko</p>	<p>Michelle Pease</p>	<p>At the 12/13/12 diversity committee meeting, Michelle presented a list of short-term (within 6 months) mid-term (within 1 to 3 years), and long-term (within 3 to 5 years) goals involving a HR diversity recruitment action plan. These goals will include the creation of a HR website that promotes, encourages and displays diversity as a priority and a HR brochure that promotes and displays the college's commitment to diversity.</p>
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<p>#4.5 - Develop and utilize a list of diverse resources, journals, newspapers, and other media to target potential candidates from diverse populations when advertising available college positions.</p>	<p>FY 2014</p>	<p>In Progress</p>	<p>Office of Human Resources</p>	<p>Kate Noreiko</p>	<p>Michelle Pease</p>	<p>Another HR goal is to utilize new posting sites and resources to advertise to more diverse populations.</p>
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Goal #5 (in campus strategic plan) – Develop and Support Successful Employees: Provide Resources Supportive of an Engaged, Collaborative, Innovative Campus Culture (*Implement student components of the Diversity Strategic Plan*).

5.1 - Develop a diversity training program for Kishwaukee College employees.	FY 2013	In progress	Diverse Student Services Budget and other funding sources	Ami Irmen Cassandra Downs	Employee Development Committee Teaching and Learning Center	The Diversity Committee will host 4 diversity training seminars on Friday: 2/1, 3/1, 4/5, & 5/3 from 1 p.m. to 4 p.m. The committee will look at FY14 to host a diversity training session during the Professional Development Day as the agenda for FY13 is already set.
5.2 - Create ongoing communication and collaborate with diversity specialists at Northern Illinois University as well as other local, regional, and national two and four year institutions to	FY 2013	Exploring	Center for Diversity Initiatives	Keith R. Barnes Pernevlon Ellis	External Stakeholders	Keith and Pernelvon will set up appointments to meet with NIU representatives and colleagues from other neighboring institutions beginning spring of 2013 to learn about each other's operation

discuss best practices and evaluate other strategic initiatives.						and develop avenues for collaboration.
5.3 - Increase the number of artwork, posters, sculptures, etc. in and around the campus that represents diverse populations, cultures, etc.	FY 2013	In Progress	Art Gallery and Other Funding Resources	Steve Hoover	Jamie Long	The Diversity Committee was very impressed with the artwork that Steve and Jamie selected for the Student Center. The committee will invite them to a meeting in spring of 2013 to explore some other opportunities particularly with the Center for Diversity Initiatives.
5.4 - Include a column entitled "Discussions on Diversity" authored by the college president or his/her designee in regularly published documents as appropriate.	FY 2013	Exploring	Marketing Services	Dr. Tom Choice	Laura Chiavini	Dr. Choice has extended an opportunity to address diversity issues in some of his President's E-Newsletters.

<p>5.5 - Develop a campus wide diversity communication strategy through full and open consultations with faculty, students, and staff to ensure that all internal and external communications are consistent with the operational definitions of diversity.</p>	<p>FY 2013</p>	<p>In Progress</p>	<p>Marketing Services</p>	<p>Keith R. Barnes Mindy Lange</p>	<p>Kayte Hamel</p>	<p>Keith and Mindy are making enhancements to the Diversity Connections website. Mindy is also working with the Marketing Services Department to create a brochure for both the Center for Diversity Initiatives and the Diversity Strategic Plan.</p>
<p>5.6 - Conduct a cultural climate study for Kishwaukee College employees, review the data from the campus climate survey to identify concern/areas for improvement, and create a list to be disseminated to key leaders across campus.</p>	<p>FY 2014</p>	<p>Exploring</p>	<p>Research Office</p>	<p>Matt Crull</p>	<p>Conduct a cultural climate study for Kishwaukee College employees, review the data from the campus climate survey to identify concern/areas for improvement, and create a list to be disseminated to key leaders across campus.</p>	<p>The Diversity Committee will meet with Matt Crull in the future to determine how we can effectively measure employee satisfaction for people from diverse populations given that their numbers are so low at this current time. The committee is considering</p>

						conducting a focus group session.
5.7 - Add diversity training sessions during all Kishwaukee College professional development days.	FY 2014	Exploring	Diverse Student Services Budget, Academic Divisions	Evelina Cichy	Keith R. Barnes Pernevlon Ellis	Keith and Pernevlon will meet with Evelina during the spring of 2013 to discuss the possibility of adding a diversity training session during the Aug. 2013 Faculty Workshops and Planning Sessions.
5.8 - Provide seminars, workshops, and forms of faculty development to help and encourage faculty with integrating diversity and multi-cultural issues into their courses and programs and to propose and develop new programs and diversity learning communities.	FY 2014	Exploring	Academic Divisions/ Diversity Committee	Evelina Cichy	Academic Deans Assessment Committee Keith R. Barnes Pernevlon Ellis	The topics mentioned in this action item will be addressed during future Diversity Training Seminars, Professional Development Days, and Faculty Workshop and Planning Sessions.

5.9 - Hire a cabinet level chief diversity officer.	FY 2016	Exploring	College Administration Funds	Dr. Tom Choice	Executive Team	The Diversity Committee will hold off on pursuing this position until the college leadership can determine an appropriate course of action.
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