

# Schenectady County Community College (SUNY SCCC)

## Diversity and Inclusion Plan (2016 – 2020)

**Diversity Statement:** SUNY SCCC embraces a culture of diversity and inclusion that empowers anyone from anywhere to be successful in their academic and professional pursuits. We strive to provide an environment that is enriching to all by understanding and appreciating our dimensions of diversity, becoming global citizens, and welcoming new ways of engaging the unique contributions of all people.

**Diversity Defined:** SUNY SCCC defines diversity as the wide range of interests, backgrounds, and experiences along with the traditional categories of race, ethnicity, gender, age, sexual orientation, socio-economic status, religion, national origin, disability status, and all intersections of identity and cultural backgrounds.

In support of SUNY SCCC diversity commitment, each of the College Diversity and Inclusion Goals reflects creating an atmosphere where individuals representing various diverse backgrounds have opportunities for success. Of particular focus are the following College Diversity and Inclusion Goals:

- To provide access to educational opportunities for persons from all segments of society.
- To develop and foster mutually beneficial relationships with external constituencies to meet the educational and economic needs of the region.
- To strengthen a positive image of the College and effectively promote services and programs to the community.
- To encourage a positive organization that attracts, retains, and promote a diverse and highly competent workforce.

In essence, SUNY SCCC Mission, Vision, and College Goals along with the vision of its current president and senior leadership have positioned the college to more intently and intentionally develop, implement, and evaluate a Diversity and Inclusion Strategic Plan.

### **Diversity & Inclusion Strategic Planning Approach:**

SUNY System Administration engaged in a collective effort to develop a system-wide approach to improving the diversity efforts of each of the Community Colleges, Colleges and Universities in the SUNY System by requesting that each develop a Diversity Strategic Plan. This request caused the SUNY SCCC Council for Diversity and Inclusion to be created, which also includes facilitating and advocating a Diversity & Inclusion Strategic Plan for the College.

The following goals, strategies, and timelines have been initiated:

#### *Diversity Areas of Emphasis, Goals, Strategies, and Timelines*

In keeping with the four areas of emphasis promoted by the Diversity Taskforce, SUNY SCCC has developed at least one working goal and timeline along with working strategies for *Communication and Vision Sharing; Recruitment and Development; Community Engagement; and Integration.*

#### **Communication and Vision Sharing:**

**Goal #1:** On an annual basis, communicate the SUNY SCCC plan for diversity and inclusion to internal and external stakeholders in a way that is accessible and easily understood.

Working Strategies:

1. Identify the most appropriate avenues for sharing relevant information on diversity initiatives and dashboards at SUNY SCCC with faculty, staff, students, and external stakeholders.
2. On an annual basis, share relevant diversity dashboard information and progress toward diversity goals in newsletters, the presidential state of the College address, brochures, and the diversity webpage.
3. Create a diversity webpage that highlights the progress of diversity efforts at SUNY SCCC.

***Recruitment and Development:***

**Goal #2:** Within the next five years, increase the recruitment and hiring of a diverse workforce that reflects the SUNY SCCC service areas.

Working Strategies:

1. Identify effective application websites, listserves, and publications that target diversity that result in a greater diverse applicant pool.
2. Expand the recruitment sources where faculty and staff positions are advertised to increase the diversity of applicant pools, which includes and encourages non-SUNY SCCC colleagues and others to apply.
3. Routinely review and revise job announcements to reflect the diversity of the College as well as emphasize expectations of promoting a diverse environment at the College for potential applicants.
4. As part of the SUNY SCCC budget review process, allocate funding where appropriate to ensure advertisements are consistent with the goal of recruiting a diverse workforce.

**Goal #3:** Within the next two years, increase and sustain retention efforts, advancement, and job satisfaction among the College's diverse workforce.

Working Strategies:

1. Engage and evaluate the campus culture and quality of College life that establishes a baseline for job satisfaction.
2. Utilize findings and best practices to implement initiatives that will minimize or eliminate barriers to retention and job satisfaction. (Disaggregate results by diverse attributes and characteristics outlined in the definition.)
3. Identify and employ best practices of mentoring and sponsorship that result in preparing diverse faculty for leadership and administrative positions.

4. Engage faculty and staff in professional development activities that address “unconscious bias” and other best practices to help ensure effective recruitment, retention, and promotion of a diverse workforce.

***Community Engagement:***

**Goal #4:** Within the next five years, establish at least one new partnership with an organization that will further the diversity initiatives of the College and its service region annually.

Working Strategies:

1. Identify current partnerships that promote the diversity work at SUNY SCCC.
2. Determine mutually beneficial efforts between the College and the partnering organization.
3. Develop memorandum of understanding (MOUs) or other working agreements that will enhance partnerships.
4. Ensure that partnerships enhance the engagement and outreach into its service communities.
5. Develop intentional partnerships with historically black colleges and universities (HBCUs) for programming and co-curricular activities

***Integration:***

**Goal #5:** Within the next three years, increase the number of SUNY SCCC sponsored activities within the College that celebrate diversity, enhance awareness, or promote engagement across diverse groups and sensitive concerns.

Working Strategies:

1. Identify current student organizations that promote diversity, awareness, and engagement across diverse groups and sensitive concerns.
2. Annually, create and advertise a calendar of activities, events, forums, and seminars that promote diversity, awareness, and engagement across diverse groups and concerns among faculty, staff, students, and the external communities.
3. Identify current courses and classroom pedagogy that promote diversity, awareness, and engagement in areas that enhance learning for students.
4. Assist and support faculty in professional development opportunities that focus on areas related to diversity, such as generations in the workplace, working effectively with diverse students in the college classroom, or gender equity in the classroom and workplace.

**Goal #6:** Within the next five years, ensure that recruitment, retention, graduation, and transfer of underserved and minority student populations at SUNY SCCC meet or exceed representation of the service area.

Working Strategies:

1. Assist faculty in identifying best practices that enhance the teaching and learning of underserved and minority students.
2. Work with Academic Affairs to further engage the First Year Experience of underserved and minority students.
3. Collaborate with the SUNY SCCC Foundation to establish potential donors for grants/awards that specifically support underserved and minority students.
4. Further integrate diversity into the curriculum and co-curricular activities to broaden various cultural knowledge and critical thinking across diverse matters, experiences, and opportunities.

**Diversity & Inclusion Strategic Planning Goals –at-A-Glance**

SCCC Area of Emphasis	Working Goal	Working Strategy	Responsible Person(s)	Timeline
Communication and Vision Sharing	<b>Goal 1:</b> On an annually basis, communicate the SCCC plan for diversity and inclusion to internal and external stakeholders in a way that is accessible and easily understood.	<ol style="list-style-type: none"> <li>1. Identify the most appropriate avenues for sharing relevant information on diversity initiatives and dashboards at SUNY SCCC with faculty, staff, students, and external stakeholders.</li> <li>2. On an annually basis, share relevant diversity dashboard information and progress toward diversity goals in newsletters, the presidential state of the College address, brochures, and the diversity website.</li> <li>3. Create a diversity webpage that highlights the progress of diversity efforts at SUNY SCCC.</li> </ol>	Chief Diversity Officer, Senior Leadership, and Director of Marketing and Public Relations, with the assistance of the IT Department	Ongoing
Recruitment & Development	<b>Goal #2:</b> Within the next five years, increase the recruitment and hiring of a diverse workforce	<ol style="list-style-type: none"> <li>1. Identify effective application websites, listserves, and publications that target diversity and that result in a greater diverse applicant pool.</li> </ol>	Faculty Diversity Teams, CD&I, HR, Managers/Adm	Spring 2016 (Review Annually)

	<p>that reflects the SUNY SCCC service areas.</p>	<ol style="list-style-type: none"> <li>2. Expand the recruitment sources where faculty and staff positions are advertised to increase the diversity of applicant pools, which includes and encourages non-SUNY SCCC colleagues and others to apply.</li> <li>3. Routinely review and revise job announcements to reflect the diversity of the College as well as emphasize expectations of promoting a diverse environment at the College for potential applicants.</li> <li>4. As part of the SUNY SCCC budget review process, allocate funding where appropriate to ensure advertisements are consistent with the goal of recruiting a diverse workforce.</li> </ol>		
	<p><b>Goal #3:</b> Within the next two years, increase and sustain retention efforts, advancement, and job satisfaction among the College’s diverse workforce.</p>	<ol style="list-style-type: none"> <li>1. Engage and evaluate the campus culture and quality of College life that establishes a baseline for job satisfaction.</li> <li>2. Utilize findings and best practices to implement initiatives that will minimize or eliminate barriers to retention and job satisfaction. (Disaggregate results by diverse attributes and characteristics outlined in the definition.)</li> <li>3. Identify and employ best practices of mentoring and sponsorship that result in preparing diverse faculty for leadership and administrative positions.</li> <li>4. Engage faculty and staff in professional development activities that address “unconscious bias” and other best practices to help ensure</li> </ol>		

		effective recruitment, retention, and promotion of a diverse workforce.		
Community Engagement	<b>Goal #4:</b> Within the next five years, establish at least one new partnership with an organization that will further the diversity initiatives of the College and its service region annually.	<ol style="list-style-type: none"> <li>1. Identify current partnerships that promote the diversity work at SUNY SCCC.</li> <li>2. Determine mutually beneficial efforts between the College and the partnering organization.</li> <li>3. Develop memorandum of understanding (MOUs) or other working agreements that will enhance partnerships.</li> <li>4. Ensure that partnerships enhance the engagement and outreach into its service communities.</li> <li>5. Develop intentional partnerships with historically black colleges and universities (HBCUs) for programming and co-curricular activities</li> </ol>	Diversity Officer, College Foundation, Senior Leadership	Ongoing
Integration	<b>Goal #5:</b> Within the next three years, increase the number of SUNY SCCC sponsored activities within the College that celebrate diversity, enhance awareness, or promote engagement across diverse groups and sensitive concerns.	<ol style="list-style-type: none"> <li>1. Identify current student organizations that promote diversity, awareness, and engagement across diverse groups and sensitive concerns.</li> <li>2. Annually, create and advertise a calendar of activities, events, forums, and seminars that promote diversity, awareness, and engagement across diverse groups and concerns among faculty, staff, students, and the external communities.</li> <li>3. Identify current courses and classroom pedagogy that promote diversity, awareness, and engagement in areas that enhance learning for students.</li> </ol>	CD&I, Faculty Teams, Diversity Officer, Deans/Dept. Heads	Ongoing

		<p>4. Assist and support faculty in professional development opportunities that focus on areas related to diversity, such as generations in the workplace, working effectively with diverse students in the college classroom, or gender equity in the classroom and workplace.</p>		
	<p><b>Goal #6</b> Within the next five years, ensure that recruitment, retention, graduation, and transfer of underserved and minority student populations at SUNY SCCC meet or exceed representation of the service area.</p>	<ol style="list-style-type: none"> <li>1. Assist faculty in identifying best practices that enhance the teaching and learning of underserved and minority students.</li> <li>2. Work with Academic Affairs to further engage the First Year Experience of underserved and minority students.</li> <li>3. Collaborate with the SUNY SCCC Foundation to establish potential donors for grants/awards that specifically support underserved and minority students.</li> <li>4. Further integrate diversity into the curriculum and co-curricular activities to broaden various cultural knowledge and critical thinking across diverse matters, experiences, and opportunities.</li> </ol>		