Diversity Committee

2011-2013 Diversity Plan

In an effort to build on the accomplishments achieved by the Diversity Committee and outlined in the 2005-2010 Progress toward Diversity, this update is presented and new initiatives are identified so that Aims can continue to strive toward inclusive excellence.

Mission

Aims Community College is a public, two-year, post-secondary institution dedicated to responding to the educational needs of the local, regional, and global communities. The College was created in 1967 to serve the immediate and future educational needs of individuals within the Aims Junior College Taxing District. Committed to meeting these needs, the College offers a variety of educational programs and services delivered with integrity and a high level of quality by a professional and caring faculty and staff.

Aims Community College recognizes individual differences in educational needs, desires, learning styles, and abilities. Thus, the College provides supportive and flexible learning environments where student success and inclusive excellence is of primary importance.

Aims Community College recognizes and celebrates diversity in society and believes that educational opportunity should be accessible to all individuals who can benefit from the College’s programs and courses and that a myriad of viewpoints should be presented. To this end, the College provides comprehensive educational options including:

- Certificates and associate degrees
- Occupational, technical, general education and college transfer programs
- Short courses on topics of specific personal or career interest
- Individualized instructional opportunities
- Distance education options for alternative course delivery

Aims Community College recognizes the rapid pace of technological, social, and economic change that characterizes today’s world. The College strives to be a dynamic and innovative organization where change is embraced and creativity is celebrated.

Aims Community College is a leading source for career education and workforce development. Thus, the College provides opportunities both to gain necessary skills for employment and to upgrade abilities needed for career advancement.

Aims Community College understands that our local, regional, and global communities possess multiple resources for responding to common educational and training needs. Therefore, the College seeks and invites opportunities to form productive and collaborative partnerships with other educational systems and institutions, organizations, agencies, and the business community.
Statement for Diversity

Diversity embodies differences. Some differences are immutable, those things we are born with or those we cannot change. Differences include race, color, ethnicity, sex, physical abilities/qualities, sexual orientation and age. Diversity also includes many qualities that we acquire, including education, religion, geographic location, income, marital status, and work experience to name only a few.

We must nurture and respect differences and appreciate the multitude of perspectives resulting from our differences. We must strive to provide an environment that is enriching to all. Along with recognizing differences, understanding and appreciating our shared humanity allows us to work and learn in an atmosphere where all are welcome and valued.

In addition to the mission statement, Aims Community College has established the following goals through its institutional strategic planning process:

I. Ensuring the development and delivery of quality academic programs.
II. Implementing student support systems and providing a caring, learner-centered environment.
III. Creating and nurturing a college environment characterized by integrity, respect, safety, and a sense of community among students and employees.
IV. Maintaining fiscal and physical plan stability, as well as, supporting fiscal and physical growth and development, by linking strategic and master planning to the budget.
V. Identifying and analyzing external factors and needs, and developing appropriate educational responses.
VI. Creating and nurturing effective relationships with diverse populations.
VII. Inclusive Excellence.

There are clearly crosscurrents through these objectives that relate to the role of diversity in the Aims environment. Increasing diversity is a goal which is necessary to maintain and foster a quality educational environment. To move further along the path toward diversity, Aims has adopted goals, objectives, and initiatives.

2011-2013 Goals, Objectives, and Initiatives for Increasing Diversity

Initiative #1: Decentralize the diversity function so that diversity can be promoted College-wide. Goal one of the previous diversity plan included increasing underrepresented enrollment and goal two included increasing underrepresented hiring. Progress is outlined in the report submitted for 2009 Academic Master Plan. The Diversity Committee does not have the resources to oversee these types of functions so the recommendation is that they be decentralized to the departments below for oversight, monitoring and continuous improvements.

- Student enrollment and persistence is deferred to Student Services. Student Services have adopted programs in several of their departments to specifically target minority enrollment and persistence and are well positioned to oversee this particular function. An example of such a program is the TRIO program.
- Increasing underrepresented individuals hired by Aims is deferred to Human Resources. Human Resources has implemented several methods of increasing underrepresented interest,
application, and consideration for open positions. An example of such a method is increased posting of applications in various new locations to target underrepresented candidates.

- Diversity in Curriculum is deferred to the Curriculum Committee.
- Access and all matters relating to Americans with Disabilities Act shall be deferred to Disability Access Services for oversight, monitoring and continuous improvement.

**Initiative #2: Elevate the visibility of the diversity function on campus**
- The Diversity Committee shall host the Annual Multi-Cultural Juried Art show on the Greeley Campus each spring.
  - The Diversity Committee also makes a purchase award. Pieces of art work comprising the Diversity Committee’s Collection shall be displayed throughout the campus on an annual roving basis.
- The Diversity Committee shall continue in its support and participation in the ongoing Human 2 Human project. Recent Human 2 Human programming has included Autism/Asperger Syndrome and Hip Hop: Beyond Beats and Rhymes.

**Initiative #3: Assess current campus climate during the 2011-2012 year.**
- Administer a Campus Climate Survey so that the results can be compared with the 2006 Campus Climate survey results.
- Prepare a report of findings to be utilized for subsequent programming.

**Initiative #4: Transition the diversity committee from an oversight role to a resource role on Campus.**
- Implement a diversity web page to include diversity events, spotlights of faculty and students, and collate all matters related to diversity.
- Request a report from the Curriculum committee of what the Diversity Committee can do to become a more valuable resource for faculty.

**Initiative # 5: Provide professional development opportunities for faculty and staff on diversity matters.**
- Provide sensitivity training for all administrators in conjunction with the Legal Affairs Office. Provide similar training opportunities to staff and faculty.
- Collaborate with the Office of Professional Development to support diversity initiatives for professional development of all College employees.

**Initiative # 6: Provide updates and solicit feedback to College stake holders on diversity efforts.**
- Annually report to the Board of Trustees the progress of the diversity function on campus.
- Annually report to Senior Management the progress of the diversity function on campus.
- Review all college policies and procedures for employee friendliness and freedom from discrimination.