

DEI Council Strategic Plan

The Grossmont-Cuyamaca Community College District aims to transform itself as a 21st century educational institution capable of responding effectively to opportunities presented in a dynamic and diverse domestic and global environment through the robust exchange of ideas, building multicultural and international competencies and fostering a diverse and inclusive community. This community will promote mutual respect and develop an organizational culture that nurtures the next generation of leadership, enhances diversity, and sustains a positive momentum geared to a successful future.

To increase access and inclusion, it will create a community that nurtures learning and growth for all of its members and values human diversity. The GCCCD will take individual and collective responsibility for helping to eliminate bias and discrimination and for increasing our own understanding of these issues through education, training, and interaction with others.

The first comprehensive effort to enact these aims began with the District's Diversity, Equity and Inclusion Council which was launched in February 2011 and was inspired by multiple sources including participation in the American Council on Education (ACE)'s *At Home in the World: Educating for Global Connections and Local Commitments* initiative which began a few months later in August of 2011. The Grossmont-Cuyamaca Community College District was one of eight colleges and universities across the nation -- and the only community college district -- selected for this initiative to promote internationalization, diversity and multicultural education. This initiative supports institutions in fulfilling their service mission in a globalized society. Recipients are guided through advancing the analytical frameworks, pedagogical enhancements, diversification strategies, and innovative solutions to societal issues that the work of cultural diversity and globalization affords.

Background

The GCCCD is composed of the global, ethnic and linguistic diversity of the 30,000 students attending the district's two colleges (Grossmont College and Cuyamaca College). Over one fourth of our students are Hispanic and more than one in ten of our students are Asian. Also positioning the GCCCD as a prime center for promoting, institutionalizing, and committing to diversity is its geographical location on the U.S.-Mexico border and along the Pacific Rim. It also serves about 3,000 immigrant students, most who belong to the largest Iraqi refugee population in the U.S. in a county with more Native American reservations than any other in the nation.

DEI Charge and Composition

(Council reporting to DEC/Chancellors Cabinet under District-wide Operations)

Charge

The charge of the Diversity Equity and Inclusion Council is to build a culture of inclusivity that promotes 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 district wide, 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 Diversity Vision and Mission <http://www.gcccd.edu/hr/diversity/es-diversity-vision-test.asp>. The Diversity Equity and Inclusion Council promotes acceptance of people of diverse age, ancestry, color, disability, ethnicity, perspective, national origin, religion, gender, sexual orientation, education and socioeconomic status. The goal of the Diversity, Equity and Inclusion Council is to create an inclusive environment in the GCCC District and to honor the importance of differences in others.

Chair

Elected by council

Vice-chair

Elected by council

Composition

Institutional Research representative
Department of Employment Services representative
3-5 from each college DEI committee
3-5 from District Services
Meeting schedule
Once a month, 1st Thursday, 2:00-3:30 p.m.

Planning Process

The goals and strategies of the DEIC Strategic Plan are guided by the district's vision, mission, values and five areas of focus that frame both the Educational Master Plan and 2010-2016 Strategic plan. These five areas of focus are:

- Strategic Area 1: Student Access
- Strategic Area 2: Learning and Student Success
- Strategic Area 3: Value and Support of Employees
- Strategic Area 4: Economic and Community Development
- Strategic Area 5: Fiscal and Physical Resources

The goals, planned activities, Key Performance Indicators of the DEIC's Strategic Plan were developed by the three subcommittees of the DEIC which include:

Developing a World Class Workforce
Climate Survey
Catalog Existing Resources

Also contributing to this plan was the EEOC Advisory Committee as well as the Diversity, Equity and Inclusion Committees found at each of the three sites in the district, Grossmont College, Cuyamaca College and District Services.

DEI Council Strategic Plan

The EEOAC and other established district-wide committees will work to develop and implement goals relate to diversity, equity, and inclusion. Such goals will be identified in appropriate district-wide plans. The EEACO and other (EEOC Plan)

STUDENT ACCESS

<p>Goals:</p> <ol style="list-style-type: none"> 1. Seek to have student population reflect or exceed diversity in community 2. Enhance cultural and global competencies for a diverse student body to prepare them for a global workforce 3. Make sure all students feel welcomed regardless of their background 4. Celebrate our local diversity in all expressions beyond food, fun and fiestas. 	Key Performance Indicators:				
Planned Activities	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Review and revise college publications and other marketing tools to reflect diversity in pictures, graphics, and text to reflect an inclusive environment (EEOC Plan)					
Recognize and enhance the presence of international students, immigrants and refugees.					

LEARNING AND STUDENT SUCCESS

<p>Goals:</p> <ol style="list-style-type: none"> 1. Increase success rates and course completion rates for ALL students (eliminate achievement gaps between groups) 2. Globalization across the curriculum 3. Increase international educational/cultural exchanges 4. Encourage cultural proficiency as an institutional student learning outcome at each campus and the infusions of diversity into General Education Classes (EEOC Plan) 	<p>Key Performance Indicators:</p>				
<p>Planned Activities</p>	<p>2011-2012</p>	<p>2012-2013</p>	<p>2013-2014</p>	<p>2014-2015</p>	<p>2015- 2016</p>
<p>Globalization across the curriculum workshops led by faculty and academic senates</p>					
<p>Conduct Diversity dialogues, forums, and cross-cultural workshops (EEOC Plan)</p>					
<p>Host summits (virtual or face-to-face) with opportunities for exchanges for all members of the college community</p>					
<p>Provide opportunities for guest speakers from monitored groups who are in leadership positions and who may inspire students and employees alike (EEOC Plan)</p>					
<p>Sister schools</p>					
<p>Faculty exchanges (Mexico teacher education exchange)</p>					
<p>Create a guideline for language use for good communication regarding diversity, with examples of non-offending words to use as well as words to avoid</p>					

Short-term international internships					
Host a workshop about language use for faculty, staff and students					
Communicate the work of the DEI Council and Committees to the GCCCD Community through the district and college websites and social media	✓	✓			
Work with the Academic Senates, vice presidents and deans to enhance the established "Instructional Survival Kit" as a resource for faculty interested in infusing diversity and multiculturalism into their instruction or services of students (EEOC Plan)					

FISCAL AND PHYSICAL RESOURCES

Goals:	•	Key Performance Indicators:			
	•	•			
Planned Activities	2011-2012	2012-2013	2013-2014	2014-2015	2015- 2016

ECONOMIC AND COMMUNITY DEVELOPMENT

Goals:	•	Key Performance Indicators:			
1. Expand catalog of DEI events/activities to key businesses in local GCCCD communities		• The creation of a separate on-line DEI reference catalog available to all interested stakeholders			
Planned Activities	2011-2012	2012-2013	2013-2014	2014-2015	2015- 2016
Send request for DEI information to all local community businesses and stakeholders			✓	✓	✓

VALUE AND SUPPORT OF EMPLOYEES

<p><u>Goals:</u></p> <ol style="list-style-type: none"> 1. Enhance cultural and global competencies for all employees 2. Diversify our workforce -EEO employment representation 3. Make sure all employees feel welcomed regardless of their background 4. Establish and implement a process to recognize the value of staff and faculty who have promoted diversity and equal employment opportunity principles (EEOC Plan) 5. Promote professional development opportunities that will assist the GCCD in achieving its equal employment opportunity an diversity objectives (EEOC Plan) 	<ul style="list-style-type: none"> • 	<p>Key Performance Indicators:</p> <ul style="list-style-type: none"> • The successful creation of a physical (preferably on line), searchable catalog of all district-wide DEI activities • Increased recruitment of a diverse workforce • Retention of a diverse workforce 				
<p>Planned Activities</p>	<p>2011-2012</p>	<p>2012-2013</p>	<p>2013-2014</p>	<p>2014-2015</p>	<p>2015-2016</p>	
<ul style="list-style-type: none"> • Send Chancellor message and catalog grid to all involved parties 		<p style="text-align: center;">✓</p>				
<ul style="list-style-type: none"> • Update catalog information on regular basis, by sending update requests each semester 		<p style="text-align: center;">✓</p>				
<ul style="list-style-type: none"> • Where we are now - Gather and analyze baseline data. Assess - Share data with DEI committees and others 	<p style="text-align: center;">✓</p>	<p style="text-align: center;">✓</p>				
<ul style="list-style-type: none"> • Recruit - EEO training for screening committees and enhance hiring practices and expand advertising to attract a world-class workforce 						
<p>Establish an Equal Employment Opportunity and diversity online presence by highlighting the district’s diversity and EEO, ADA, prohibition of harassment and</p>						

nondiscrimination policies, procedures, and programs on the GCCCD's website. The website will also list contact persons for further information on all of these topics					
<ul style="list-style-type: none"> • Create a catalog of all events/activities/assignments presently using DEI concepts 					
<ul style="list-style-type: none"> • Retain - Climate study (survey and focus group), 	✓	✓			
<ul style="list-style-type: none"> • Sustain – Ongoing support and development of all employees. (example: Personal Development plan for every single employee) 					
<ul style="list-style-type: none"> • Professional Development Workshops (such as Safe Spaces, Diversity & Cultural Competency Training) 					
<ul style="list-style-type: none"> • "On-Boarding" and support for new employees through orientation packets 	✓	✓			
<ul style="list-style-type: none"> • EEO/diversity workshops during faculty flex week and classified "staff development day." 					