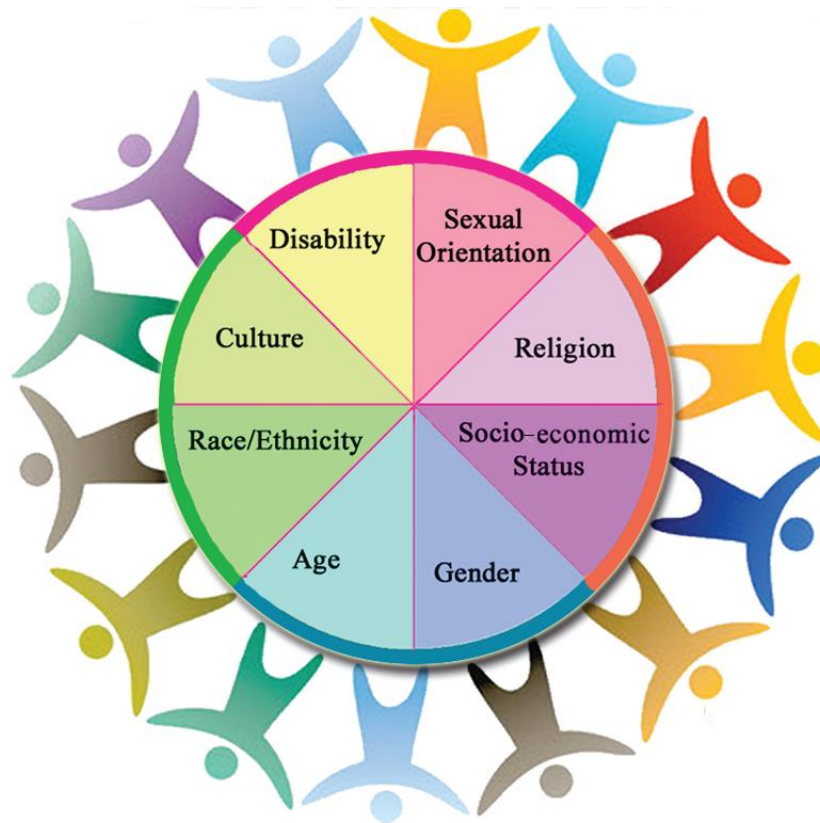


Community  
College  
*of* Philadelphia

# DIVERSITY PLAN

## 2017–2021



# ***DIVERSITY PLAN***

***2017 – 2021***

## **Introduction**

For more than fifty years, the Community College of Philadelphia has been a leader in the city of Philadelphia, and a driving force in educational access and attainment for its citizens. During this period, the College has exhibited a strong commitment to diversity by its efforts to address discrimination, inequality, injustice, and the lack to access in higher education. Unfortunately, recent lapses in civility within the national landscape compel the College to reconfirm its leadership in embracing diversity by providing a strong environment of equitable treatment, social justice and inclusion for all of our students, faculty and staff.

The diversity work this plan outlines is important for several reasons:

- It helps to foster a diverse workforce which will reflect a wide range of interests, abilities, experiences, and worldviews that will aid the academic mission of the College.
- We live in a global world that has become deeply interconnected and the Diversity Plan helps prepare our students for global success.
- Producing globally competent students ensures that we can better serve the needs of our diverse city and state.
- It keeps us vigilant in opposition to inequality, injustice, and all forms of discrimination.

This Diversity Plan is the result of the collaborative efforts of the members of the President’s Diversity Council. The Plan builds on and borrows from earlier efforts and strives to sustain and improve on our unwavering commitment to diversity. The Plan recognizes the interconnectedness of diversity and academic success, and supports the goals of our 2017 – 2025 Strategic Plan and the five pillars, which is the foundation for the long-term success of our institution.

Five goals were established for the 2017 – 2021 Diversity Plan period. The goals, objectives and strategies outlined are intended to guide actions of the College in striving to have a more diverse and inclusive campus environment. The five goals for this plan are as follows:

1. Develop and maintain a campus climate and culture of understanding, respect, support, and advancement of diversity.
2. Recruit, hire, retain and promote an increased percentage of historically underrepresented and other diverse faculty and staff.
3. Develop and cultivate collaborations and partnerships with community-based organizations that promote diversity and inclusion and increase supplier diversity.
4. Attract, retain, and graduate academically prepared students who reflect a wide range of diversity.
5. Continue to develop and implement a comprehensive system of accountability and assessment around diversity initiatives, practices and policies.

## Diversity Plan Goals 2017 – 2021

**Goal 1: Develop and maintain a campus climate and culture of understanding, respect, support, and advancement of diversity.**

**Objective A: Increase educational and professional development related to diversity and inclusion for faculty, staff, and students (i.e. diversity dialogues, diversity certificate programs, diversity week, etc.).**

**Strategy 1:** Create opportunities for both informal and formal discussions that engage all members of the College community, and advance the understanding of diverse perspectives and issues related to inclusion.

**Strategy 2:** Provide relevant and on-going diversity-related professional development opportunities for faculty and staff at the departmental, divisional, and institutional levels.

**Strategy 3:** Continue to implement and require mandated anti-harassment training and document participation.

**Objective B: Support, recognize and reward individuals and offices that enhance and contribute to diversity.**

**Strategy 1:** Encourage the use of the Diversity Incentive Fund for offices that provide diversity-related education, support, and services.

**Strategy 2:** Monitor and respond to requests from offices that provide diversity-related education, support, and services.

**Strategy 3:** Promote participation in the “President’s Diversity Award” to recognize employees who contribute to the College’s diversity efforts.

**Strategy 4:** Include leadership of and participation in diversity programs as examples of teaching effectiveness, service to students, or contributions to the life of the College in formal requirements for promotion consideration.

**Objective C: Identify, assess, and enhance support services and campus-wide competency for addressing LGBTQ issues on campus.**

**Strategy 1:** Increase educational programs and training related to issues of safety and acceptance of LGBTQ students and employees.

**Strategy 2:** Ensure implementation of the Chosen Name Policy.

**Strategy 3:** Ensure support of a LGBTQ Resource Center for faculty, staff and students.

**Strategy 4:** Continue to assess campus climate for LGBTQ faculty, staff and students.

**Objective D: Identify, assess, and enhance support services and campus-wide competency for addressing individuals with disabilities.**

**Strategy 1:** Monitor and support the efforts to achieve the goals set forth in the Disability Access and Inclusion Plan.

**Strategy 2:** Continue to support and enhance the services provided by the Center on Disability.

**Goal 2: Recruit, hire, retain and promote an increased percentage of historically underrepresented and other diverse faculty and staff.**

**Objective A: Increase the diversity of faculty and staff through targeted recruitment and selection efforts.**

**Strategy 1:** Continue to improve the recruitment, search and hiring process to enhance the potential for increasing the diversity of faculty.

**Strategy 2:** Continue to improve and maximize use of the Diversity Fellowship Program to increase the possibility of underrepresented candidate pools.

**Strategy 3:** Expand the use of minority related publications and websites to broaden the search field for underrepresented applicants.

**Strategy 4:** Ensure that search committees are as diverse as possible by expanding the search committee structure to include faculty and staff outside of the prospective department when necessary.

**Strategy 5:** Work to ensure that searches are conducted in a timely fashion to provide the best possible opportunities to retain underrepresented candidates throughout the search process.

**Strategy 6:** Complete an annual review of the College's Affirmative Action Plan to ensure the College is meeting its goals.

**Objective B: Improve practices that support the success and retention of a diverse workforce.**

**Strategy 1:** Engage faculty in mentoring newly hired faculty within respective departments. Build mentoring components into department and program duties that offer recognition and rewards.

**Strategy 2:** Provide and encourage professional development support opportunities to new employees (faculty and staff) as well as encourage participation in skill-building training.

**Strategy 3:** Actively monitor and report on turnover rates for faculty and staff by gender and race/ethnicity. Take appropriate steps for improvement when necessary.

**Strategy 4:** Collect and assess data focusing on why employees from underrepresented groups leave our workforce and use the data to develop/revise retention strategies.

**Goal 3: Develop and cultivate collaborations and partnerships with organizations that promote diversity and inclusion and increase supplier diversity.**

**Objective A: Increase the number and percentage of women and minority business suppliers in all categories of purchasing activities.**

**Strategy 1:** Develop an information strategy to inform minority and women based suppliers of the certification procedure, and increase awareness of the bidding process at the College.

**Strategy 2:** Maintain a list of College approved women and minority business suppliers; encourage companies on the list to bid for College projects and services.

**Objective B: Develop and strengthen partnerships with diverse communities and groups locally, nationally, and internationally.**

**Strategy 1:** Identify and engage local and national diversity experts as presenters for College programming.

**Strategy 2:** Identify and encourage College engagement in community service.

**Strategy 3:** Establish partnerships with corporations and other institutions to collaborate on issues related to the identification and implementation of effective diversity management practices.

**Goal 4: Attract, retain, and graduate academically prepared students who reflect a wide range of diversity.**

**Objective A: Continue to invest in targeted outreach and recruitment to attract diverse student populations.**

**Strategy 1:** Provide targeted outreach to underrepresented groups in high schools through guidance counselors so they are familiar with the admissions process and can encourage applications.

**Strategy 2:** Increase need-based scholarship funding for disadvantaged students.

**Strategy 3:** Continue to strengthen and support pre-collegiate programs designed to raise the level of academic preparedness of high school students.

**Objective B: Enhance diversity education, experiences, and support for all students in order to improve retention.**

**Strategy 1:** Inventory, evaluate, enhance and/or develop diversity-focused student learning opportunities inside and outside the classroom.

**Strategy 2:** Integrate diversity into new student orientation programs and other new student welcoming programs and activities.

**Strategy 3:** Provide professional development opportunities to assist faculty in addressing diversity in curricular and co-curricular activities.

**Strategy 4:** Increase and support the number of diverse student clubs and affinity groups to promote student involvement.

**Strategy 5:** Identify resources and meeting space for inter-faith initiatives.

**Strategy 6:** Identify resources and meeting space for LGBTQ initiatives.

**Objective C: Monitor and support the efforts to achieve the goals set forth in the Enrollment Management Plan.**

**Strategy 1:** Encourage support of the Enrollment Management Plan of all College entities; highlight the diversity-related efforts of the Plan.

**Strategy 2:** Monitor and assess the progress of the Enrollment Management Plan in consideration of the goals set forth in Diversity Plan.

**Goal 5: Continue to develop and implement a comprehensive system of accountability and assessment around diversity initiatives, practices and policies.**

**Objective A: Regularly assess and report on campus climate and diversity programming, educational efforts, training, and visibility.**

**Strategy 1:** Assess diversity efforts and performance by departments and divisions by requiring annual reports from each division regarding their efforts to achieve diversity plan goals.

**Strategy 2:** Use regularly collected assessment data to inform, highlight successes of, and (as needed) enhance diversity programming, services and opportunities.

**Strategy 3:** Include questions related to diversity, inclusion and college climate in the exit interview process. Regularly report on findings to relevant campus officials.

**Objective B: Establish and monitor systems within the College for generating feedback from students, faculty, and staff pertaining to diversity.**

**Strategy 1:** Survey students, faculty and staff perceptions of the College's commitment to various aspects of diversity on a regular basis.

**Strategy 2:** Collect, analyze, and disseminate diversity data in order to track the College's progress toward goals.

**Objective C: Hold Division and Department units responsible for supporting progress toward established Goals and Objectives.**

**Strategy 1:** Require annual reports from divisions regarding progress on achieving diversity goals.

**Strategy 2:** Include diversity criteria as part of each employee's performance evaluation.

**Objective D: Strengthen College structures that support diversity.**

**Strategy 1:** Develop a system for coordinating diversity programming to minimize scheduling conflicts and to maximize collaborations and campus awareness of relevance to classroom courses.

**Strategy 2:** Review and, as needed, revise and/or add diversity-related committees to ensure effective implementations of diversity goals.

**Strategy 3:** Review the flow of diversity work between committees, divisions, and departments.

**Strategy 4:** Work to ensure there is a diversity representative or advocate on all College committees or planning groups.

**Strategy 5:** Continuously review and evaluate College policies and procedures to ensure consistency of fair treatment and compliance with diversity and non-discrimination commitments.