
Caldwell Community College and Technical Institute

Diversity/Global Awareness Action Plan

Presented to

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Executive Vice President

Presented by

Diversity/Global Awareness Committee

June 20, 2006

Diversity/Global Awareness Action Plan

Statement of Objectives and Goals

Institutionalize diversity and global awareness through an action-oriented process that satisfies the 2005 – 2010 strategic objectives

Strategic Objectives

The pertinent references from the 2005-2010 Strategic Plan are

Strategic Direction 4: The College must embrace a global perspective in instruction and services by

4.1 Providing professional development and training to employees in global issues and their impact on education,

4.2 Providing awareness and training in diversity issues to students and employees,

4.3 Incorporating global perspectives appropriately into instruction, delivery of services, and institutional planning and development,

4.4 Seeking global opportunities for institutional advancement.

History of the Diversity/Global Awareness Efforts

The 2005 – 2010 Strategic Plan of Caldwell Community College and Technical Institute addresses diversity and global awareness specifically. In accordance with the Strategic Plan, the Executive Vice President and others from CCC&TI attended a World View conference in the fall of 2005 to assist in the accomplishment of the strategic objectives. In November 2005, the Diversity Committee was reorganized to include global awareness. The Diversity/Global Awareness committee was officially approved by the Instructional and Executive councils in November 2005. In December 2005, the Executive Vice President issued a campus-wide invitation to serve on the Diversity/Global Awareness Committee. The first meeting of and charge to the new committee occurred on January 11, 2006. The Diversity/Global Awareness Committee has held regularly scheduled monthly meetings since that time. Emerging from the early meetings were two subcommittees, the diversity subcommittee and the global awareness subcommittee. These respective subcommittees met regularly from January 2006 through May 2006. An inventory of activities for the academic year 2005-2006 will be collected via an electronic survey. Included in the survey will be the

opportunity for respondents to suggest activities for the upcoming academic year. The Diversity/Global Awareness action plan will be completed in May 2006, and it will be presented, with supporting documents, to the Executive Vice President in June 2006.

Assumptions

- All college stakeholders will be engaged.
- Understanding of each other presumes awareness and tolerance of differences.
- “Diversity” and “global awareness” are inextricably linked.
- Diversity/Global Awareness Committee provides strategic guidance to the subcommittees and administrative support for their implementation of plans.
- Membership on the Diversity/Global Awareness committee will shift, according to institutional needs and interests of stakeholders.
- Institutional resources committed in the charge to the Diversity/Global Awareness committee will be forthcoming.

Committees

Global Awareness Subcommittee

The Global Awareness Subcommittee is one of the two subgroups that arose from the Diversity/Global Awareness Committee. The subcommittee has presented the following definition of global awareness, along with several items for implementing and evaluating a Global Awareness Action Plan.

Diversity Subcommittee

The Diversity Subcommittee is one of the two subgroups that arose from the Diversity/Global Awareness Committee. The subcommittee has presented the following definition of global awareness, along with several items for implementing and evaluating a Diversity Action Plan.

Caldwell Community College and Technical Institute definitions of Global Awareness and Diversity

Global Awareness is a conceptual understanding based upon an applicable knowledge of global and cultural perspectives. The understanding of concepts that impact the world encompasses, but is not limited to, environmental, social, cultural, political, and economic relations.

Diversity is the recognition of differences and commonalities among people from which they can begin to understand each other. These differences and commonalities include,

but are not limited to, ethnicity, religion, age, gender, culture, cognitive ability, life experiences, family situations, and sexual orientation.

Goals, Objectives, and Activities

Goal 1 – evaluate and document progress of the Strategic Plan 2005-2010 pertaining to global awareness and the Global Education Plan

Objectives:

- review the Strategic Plan in terms of activities that appropriately apply to the initiatives
- review and revise the Global Education Plan to coincide with the global awareness perspectives
- identify institutional areas responsible for each initiative pertaining to global awareness

Activities:

- prepare an annual report that summarizes the activities of the Strategic Plan and the Global Education Plan and present the report to the Executive Vice President
- visit community colleges and other institutions that have constructed “green” buildings and report the findings in the annual report
- suggested projects include, but are not limited to:
 - World View attendance (4.4a)
 - study abroad programs (4.3c)
 - Samaritan’s Purse - internships/associations (4.1c)
 - international visiting faculty (4.4b)
 - international sister-school site (4.4b)
 - international online forums and exchange (4.1a, 4.4b, 4.4c)
 - course offerings in Latin, French, Chinese, and Portuguese (4.3a)
 - humanities course offerings each year on special global/cultural topics (4.1b, 4.1c, 4.4b)
 - countryside conservation programs (4.3b)
 - incorporate foreign film series with applicable courses (4.2c)
 - global awareness web presence (4.1c)

Goal 2 – assure all approved activities are documented by responsible parties and are submitted to a designated person

Objectives:

- identify at the institutional and divisional levels the responsible party that approves the activities
 - o suggested responsibilities are:
 - the visual displays, brochures, and recruiting posters should become a responsibility of the public information office
 - the artistic displays and events should become a responsibility of the director of the art department.
 - the cultural programs should become a responsibility of the director of the music department and the director of the JE Broyhill Civic Center.
- designate a person to receive activity requests/approvals

Activities:

- prepare an annual report of activities submitted by responsible parties and present the report to the Executive Vice President
- implement the following suggested projects
 - print program brochures (4.2a)
 - archive electronic promotions (4.2a)

Goal 3 – make recommendations to Executive Council to ensure global awareness activities are occurring campus-wide

Objectives:

- assure diversity and global awareness activities are identified and implemented in a timely manner
- recommend financial resources for designated diversity and global awareness activities
- evaluate current practices of diversity and global awareness and resources

Activities:

- prepare a budget proposal
- present an annual report of all activities that have or have not occurred
- obtain written evidence of activities from responsible parties
- submit a list describing all activities occurring on campus to the responsible web site maintenance person
- communicate to responsible parties the means of reporting activities to technical support

- add a component to performance evaluations pertaining to involvement in offerings that support diversity and global awareness
- recommend the institution's Equal Employment Opportunity/AA Nondiscrimination Statement be reviewed.

Goal 4 – advise and assist with planning related activities

Objectives:

- identify areas that need to be involved with diversity and global awareness activities
- identify resources for activities
- assure activities are publicized campus wide
- encourage collaborative efforts to incorporate diversity and global awareness into instruction

Activities:

- assist with diversity and global awareness activities that are ongoing and enhance global awareness
- provide open forum for faculty, staff and students on viewpoints pertaining to global awareness
- workshops on diversity and global awareness themes to incorporate into the curriculum
- create a web link for additional resources
- suggested projects include, but are not limited to:
 - ecotourism (4.4b)
 - organic farming (4.4b)
 - alternative energy sources (4.3b, 4.4b)
 - international outreach program – DL (4.3c, 4.4c)
 - international visiting faculty (4.4b)
 - diversity day - annual (4.2a, b, c)
 - globalization day - annual (4.2a, b, c)
 - world fairs (4.3c)
 - LRC collection development (4.3c, 4.4c)
 - a Wise-Up Workshop dealing with diversity and global awareness issues (4.2b, 4.2c)
 - a minimum of one annual Seila Gallery art exhibit celebrating diversity and global awareness (4.2c).
 - a minimum of one annual Performing Artist Series concert celebrating diversity and global awareness (4.2c).
 - a display of flags on both campuses representing the countries of currently enrolled students (4.2a)
 - special-topics courses in African-American culture (4.2c)

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- the Multi-Cultural Group, currently being piloted in TRIO/SSS, to be reviewed with an eye towards expanding to a campus-wide club (4.2c).
- separate workshops for faculty and staff; faculty workshops would be academic-oriented and staff's, more customer-oriented (4.2b)

Goal 5 – evaluate and document progress of the Strategic Plan 2005-2010 pertaining to diversity

Objectives:

- review the Strategic Plan in terms of activities that appropriately apply to the initiatives
- identify institutional areas responsible for each initiative pertaining to diversity

Activities:

- prepare an annual report that summarizes the activities of the Strategic Plan and the diversity efforts of Caldwell Community College and Technical Institute.
- Periodically review diversity plans of other community colleges and other institutions