

Fayetteville Technical Community College DIVERSITY PLAN

(Diversity, Equity and Inclusion)

2023-2024

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Proponent: Vice President for Academic Support and
DEI Services

[Available online](#)

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FTCC Mission Statement

“Serve our community as a learning-centered institution to build a globally competitive workforce that supports economic development”

Introduction

The College's service area, consisting of Cumberland County, NC and Fort Liberty, NC, includes a diverse population that supports workforce development designed to fulfill training needs of the global economy. Cumberland County and Fort Liberty presents an opportunity for the College to sustain ongoing efforts to provide focused attention to diversity, equity and inclusion (DEI) in higher education.

The College shall respond to the needs of its diverse student population and prepare students to become leaders and thriving citizens in a diverse and multicultural society. The College's educational experience will cultivate the skills needed by FTCC graduates to function proficiently in an ever-changing global marketplace and economy promoting the values of DEI.

Diversity awareness is a key component of a quality education. All curriculum and continuing education programs shall include DEI awareness as part of all programs of study. The Diversity Plan reaffirms our institutional values and provides College departments guidance and focus while maintaining College diversity, equity and inclusion and student's **hope, unity and belonging** (HUB).

These DEI and HUB strategies provide a framework for developing supportive practices for a diverse faculty, staff, administration, and student body.

DE&I Resources

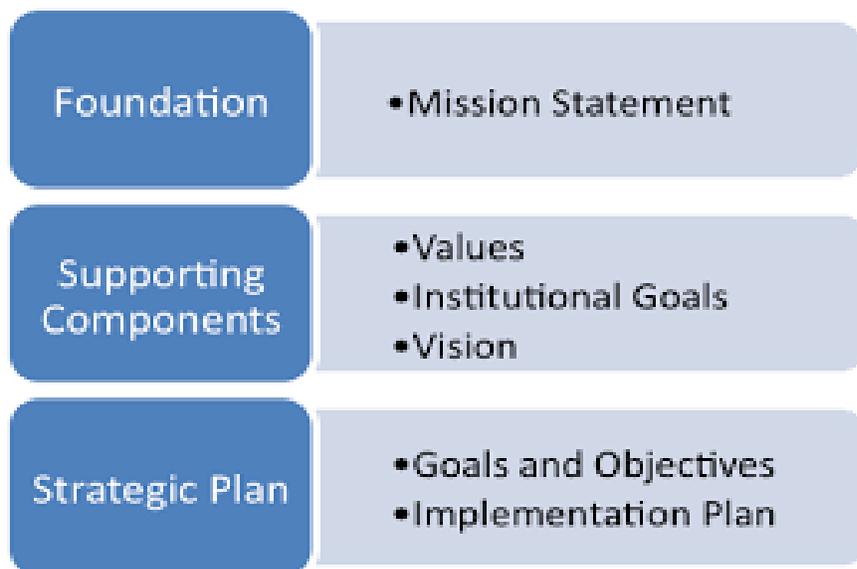
I-7.5.5 Diversity Committee, [Administrative Procedures Manual](#)

Appendix B: Definitions for Performance Attributes [Employment and Affirmative Action Manual](#)

VI-3.3 Affirmative Action Procedures, [Employment and Affirmative Action Manual](#)

Diversity, Equity and Inclusion (DEI) remains a key component of our Strategic Planning

The College will remain focused on diversity, equity, and inclusion to sustain our student's hope, unity, and belonging, enhanced courage, optimism, and sustained commitment, for steady improvement as students and carry those values to the workplace or to another institution of higher learning through College transfer. Our primary goal as we continue to refine our processes, procedures and policies are to actively promote a feeling of hope, unity and belonging with one another creating a shared vision, with inclusive facilities, celebration DEI in College publications and website presence. DEI and HUB supports and advances our Quality Enhancement Plan focusing on intentional support of our First- Generation students. The College will celebrate creative techniques to adapt, adjust, and when necessary provide additional opportunities to further expand our vision of shared diversity, equity and inclusiveness opportunities across the College.



NONDISCRIMINATION STATEMENT AND EQUAL OPPORTUNITY POLICY STATEMENT

The Trustees of Fayetteville Technical Community College is committed to providing a non-discriminatory and harassment-free environment for faculty, staff, students, and visitors at the College. Accordingly, it is the policy of Fayetteville Technical Community College (FTCC) to prohibit all forms of illegal discrimination and to foster a campus environment which empowers individuals to bring forth claims of illegal discrimination without fear of retaliation. No form of illegal discrimination shall be tolerated whether it arises in the employment environment or arises in some manner which impedes the ability of students, employees, and others to access any service offered by the College. FTCC shall place a special emphasis on providing training designed to help faculty, staff, and students recognize, intervene, prevent, and end illegal discrimination based on sex or gender, including sexual harassment, sexual violence, sexual assault, sexual orientation and/or gender identity, stalking, domestic violence, dating violence, or other forms of intimate partner violence.

In the event an allegation of illegal discrimination is made, FTCC shall:

- Inform the alleged victim of options and assistance which may be available to them;
- Maintain confidentiality to the fullest extent permitted by law;
- Thoroughly and impartially investigate the allegation;
- When reasonably necessary, provide interim remedy(ies) pending a final resolution;
- Provide all parties involved in the allegation a prompt and equitable determination of the merits of the claim;
- Decide whether the allegations are more likely than not to have occurred (preponderance of the evidence standard); and,
- If it is more likely than not that the allegations occurred, resolve the allegations in a manner designed to end the discrimination, prevent its reoccurrence, remedy the effects upon the victim and the community, and impose reasonable sanctions on any party found to have engaged in behavior prohibited by this policy.

Illegal discrimination shall be defined as any action or decision that interferes or denies a person employment or participation in any educational program/activity at FTCC based upon race, color, national origin, religion, sex/gender, age, genetic information, disability, political affiliation. Sexual harassment, sexual assault, stalking, domestic violence, dating violence, or other forms of intimate partner violence are prohibited and considered to be forms of sex/gender-based discrimination.

FTCC faculty, staff, students, and visitors to the College shall be permitted to bring forth claims of illegal discrimination without fear of retaliation. It shall be a violation of this policy for any faculty, staff, student, or visitor to retaliate against an individual bringing forth such claims or defending themselves against an allegation of misconduct. It shall

also, be a violation of this policy to knowingly make false claims or statements regarding illegal discrimination. Person wishing to file a discrimination complaint, including Title IX violations, may contact one of the following:

1. Vice President for Human Resources and Institutional Effectiveness, located in Room 162 of the Thomas Mclean Administration Building, telephone: 910-678-8373 Email: mitchelc@faytechcc.edu
2. Personnel Manager, located in Room 162 of the Thomas Mclean Administration Building, telephone: 910-678-8246 Email: poggett@faytechcc.edu

The administration of FTCC shall establish appropriate procedures to implement this policy. The Administration of FTCC shall provide an annual report to the Board of any alleged violation of this policy and a summary how the allegation was resolved. The report shall be due during the June meeting of the Board and will include only allegations that have fully resolved, including the exhaustion of all appeal rights.

Source: Employment and Affirmative Action Manual

Institutional-Level Diversity, Equity and Inclusiveness Plan Strategies

2023-2024

1. Maintain an awareness of diversity, equity and inclusiveness supporting educational access, retention, and student success through an active outreach throughout the College's local service area.
2. Support a student body reflective of diversity within the service area by providing support services, as needed, for continued success.
3. Provide support to faculty, staff, and administration providing a quality education experience for students.
4. Use varying course modality methods to better meet the diverse **learning styles of students, strengthening the College's learning environment**, student success validated by student learning outcomes.
5. Develop external relationships and partnerships with community residents, businesses, governmental agencies, or higher education institutions to celebrate DEI awareness events.

Tactical and Operational DEI Strategies

DEI Strategy 1: *Maintain an awareness of diversity, equity and inclusiveness supporting educational access, retention, and student success through an active outreach throughout the College's local service area.*

1. Create opportunities for personal reflection, group discussion and coordinated actions that support a culture of DEI at all levels of the College.
 - Measure: Committee members will:
 - ensure continued accessibility of campus resources for those with disabilities and/or other limiting conditions.
 - submit an annual report reflecting any opportunities to further expand awareness of DEI activities conducted over the past year, with special recognition of activities that directly promotes hope, unity and belonging for students, faculty, staff and administration with or without disabilities and/or other limiting conditions.
2. Communicate College equity and inclusiveness values to students, faculty, staff and administration.
 - Measure: Committee members will:
 - assess recruitment efforts for faculty, staff, administration, and students.
 - submit an annual report reflecting those activities related to equitable access, recruitment, and inclusiveness initiatives.
3. Develop and promote attendance to professional development training sessions supporting DEI awareness, and exploration of activities that promote innovative models increasing feeling of hope, unity and belonging.
 - Measure: Committee members will:
 - identify and encourage instructors with appropriate skill sets to develop and teach professional development sessions promoting DEI values, and other activities designed to increase personal and professional skills, talents and recognition of unified support of DEI.
 - encourage attendance to community cultural awareness events.
 - submit a report listing professional development sessions offered which directly or indirectly promoted DEI values.

4. Review college websites assuring continued reflections of the College's strategies for student, faculty, staff and the administration's support of continued promotion of hope, unity and sense of belonging.
 - Measure: Committee members will:
 - review publications and website pages and identify possible areas of improvement. Provide improvement information to the Marketing and Public Relations Division for analysis and additional action related to noted improvement suggestions.

Tactical & Operational DE&I Strategies related to strategy 2 continues on next page.

DEI Strategy 2:

Support a student body reflective of the diversity within the service area by providing support services, as needed, for continued success.

1. Continue to provide friendly and welcoming support services to a diverse student body.
 - Measure: Committee members will:
 - review the services provided to our students to increase student retention and success.
 - provide an annual report of noted improvements in support services over the reporting year.
2. Maintain student mentoring and advising, in collaboration with Success Coaches, designed to foster academic success of culturally diverse first generation and adult returning students. (See the College's Quality Enhancement Plan for additional information).
 - Measure: The College will:
 - continue mentoring and advising activities that support the collective success of diverse student populations.
 - promote awareness of the Male Mentoring Success Initiative (You+Effort+Success = Y.E.S), the College's athletics programs, along with the many student clubs supporting a sense of unified belonging.

Note: DE&I Strategy # 3 starts on next page

DEI Strategy 3:

Provide support to faculty, staff, and administration providing a quality education experience to students.

1. Continue recruitment activities using multiple media sources to reach potential students, faculty, staff, or administration applicants from the College's service area and from other regions of the country.
 - Measure: The College's Human Resource department and Student Services will:
 - continue advertising in multiple media sources to reach potential students, faculty, staff, and administration generating interest in submitting applications to the College.
 - continue to identify media resources related to enhance the DEI information included in College program brochures, employment vacancy postings and/or related activities/services.
 - submit an annual report identifying media sources used to generate a broad interest in the College's programs, services, and employment opportunities. The DEI Committee will submit the report by June 30th of each year.

2. Continue hiring practices under the Developmental Dimensions Initiative (DDI) Model.
 - Measure: The Human Resources Division will:
 - ensure interview panels represent a diversity mix thereby promoting equity and inclusiveness. Panels must be reviewed and approved by the Vice President for Human Resources prior to scheduling employment interviews.
 - ensure interviews include a motivational fit assessment.
 - verify documentation of approved interview panels and interview actions remain available for DEI assessment, as deemed appropriate by the President.

3. Continue to support students, faculty, staff and administration by providing equitable and fair grievance processes to resolve complaints, Title IX conflicts and interpersonal relationship difficulties.
 - Measure: Human Resources will:

- provide timely support to students, faculty, staff and administrators using policies and procedures for grievances and/or workplace relationship issues in order to maintain hope, unity and belonging to the degree possible.
- provide referrals to the College's Employee/Student Assistance Program (E/SAP) as appropriate to assist with employee/student issues.
- create a report that will be provided to the President annually on the number, without names, of Title IX reports, grievances, and/or referrals to the E/SAP by the HR Office.

Note: DE&I Strategy # 4 starts on next page

DE&I Strategy 4:

Use varying course modality methods to meet the diverse learning styles of students, strengthening the College's learning environment, student success validated through student learning outcomes.

1. Faculty will include global knowledge and perspectives of diverse cultures across academic disciplines in support of the College's mission statement to "Serve our community as a learning-centered institution to build a globally competitive workforce that supports economic development".
 - Measure: The AVP's for Curriculum and Continuing Education will:
 - review course syllabi and outlines to assess inclusion of cultural and global perspectives in student learning outcomes. This will be accomplished annually to provide outcomes in support of SACSCOC Compliance Statement 3.3.1.1.
 - post assessment outcomes in Watermark® software, accessible by all faculty, staff and administrators working at the College.
2. The College will continue to provide learning opportunities and curricula that prepare students for work, leadership, and civic engagement in a diverse environment.
 - Measure: The AVP's for Curriculum and Continuing Education will:
 - continue to maintain curricula designed to equip students with skills and knowledge for informed citizenship. Graduates will have acquired exposure to, and consideration of, global perspectives, diversity, equity, inclusiveness, and cultural awareness.
 - annually assess all programs of study as part of their annual program reviews and annual assessment plans housed in Watermark® software and accessible to all faculty, staff, and administrators working at the College.
3. Ensure that all classes maintain a positive learning climate supportive of the College's commitment to hope, unity and belonging.
 - Measure: Faculty and Program Supervisors will:
 - provide opportunities for group activities, course discussions and/or assignments, to assist students with gaining appreciation of a global and culturally diverse environment, both in and outside the classroom.
 - provide annual assessments including examples of group projects

assigned to students continually maintained in Watermark® software accessible by all College faculty, staff, and administrators.

Note: DE&I Strategy # 5 starts on next page

DEI Strategy 5:

Develop external relationships and partnerships with community residents, businesses, governmental agencies, or higher education institutions to celebrate DEI awareness events.

1. Build community relationships and collaborations mutually beneficial for students, faculty, staff, and administration, enriching awareness of diversity, equity, and inclusiveness.

○ Measure: College Supervisors will:

- Continue current and expand collaborations with external organizations to support inclusiveness on campus and in the community. New collaborations and projects will be reported as such collaborations occur.
- ensure new collaborations are posted in Watermark® software accessible by faculty, staff, and administrators as part of the College's annual assessment plans.

2. Develop partnerships with businesses, civic organizations, and other institutions to expand mutually-supported relationships in the College's service area.

○ Measure: College Supervisors will:

- promote, advertise and encourage students, faculty, staff, administration to consider participation in the Institute of Community Leadership (ICL) increasing their potential participation and leadership capabilities with regional boards and commissions.
- report those that applied and were accepted in the ICL program, as part of their annual assessment plans that are housed in Watermark® software.
- provide a report to the President annually reflecting the level of participation in the Institute for Community Leadership program.