

Fayetteville Technical Community College DIVERSITY PLAN 2019-2020

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Proponent: Vice President for Human Resources and Institutional Effectiveness

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Fayetteville Technical Community College is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award associate degrees, diplomas and certificates. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Fayetteville Technical Community College.

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

Introduction

The College's service area, consisting of Cumberland County, NC and Fort Bragg, NC, includes a diverse population supporting workforce development designed to support the global economy. Cumberland County and Fort Bragg present an opportunity for the College to sustain ongoing efforts to provide focused attention to diversity in higher education.

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

Diversity Awareness is a key component of a quality education and all curriculum and continuing education programs shall include diversity management awareness as part of each program of study. The Diversity Plan reaffirms our institutional values and is designed to offer guidance and focus to College departments in setting proper courses of action to achieve College diversity awareness. These diversity strategies are intended to provide a framework for developing practices that support a diverse faculty, staff, administration, and student body leading to a stronger learning environment.

Additional References

I-6.1.10 Diversity Committee, [Administrative Procedures Manual](#)
VI-11.5 Definitions for Performance Dimensions [Employment and Affirmative Action Manual](#)
VI-3.3 Affirmative Action Procedures, [Employment and Affirmative Action Manual](#)

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, (see page 5)
<https://www.faytechcc.edu/faculty-staff/#manuals>

Diversity Plan Strategies
2019-2020

1. Maintain a culture of inclusiveness supporting educational access, retention, and student success through an active outreach to the College community.
2. Support a diverse student body by providing support services, as needed, for continued success.
3. Provide support to faculty, staff and administration providing a quality education experience to students.
4. Use varying course delivery methods that will meet the diverse **learning styles of students, strengthening the College's learning** environment and student learning outcomes.
5. Develop external relationships with community residents, businesses, governmental agencies, and higher education institutions to celebrate activities supporting inclusiveness on and off campus.

Diversity Strategy 1: Maintain a culture of inclusiveness supporting educational access, retention, and student success through an active outreach to the College community.

1. Create opportunities for personal reflection, group discussion and coordinated actions that support a culture of inclusiveness at all levels of the College.
 - Measure: Committee members will:
 - Ensure continued accessibility and campus resources are available for those with disabilities and/or other limiting conditions.
 - Submit a report reflecting any suggestions, if applicable, to support students, faculty, staff and administration.
2. Communicate College inclusiveness values to students, faculty, staff and administration.
 - Measure: Committee members will:
 - Assess recruitment efforts for faculty, staff, administration, and students.
 - Submit a report reflecting the activities related to access, recruitment and inclusiveness initiatives.
3. Promote participation in professional development training sessions at the College supporting inclusiveness and innovative models of efficiency and effectiveness.
 - Measure: Committee members will:
 - Identify and encourage instructors with appropriate skill sets to teach professional development sessions promoting inclusiveness, and other activities designed to increase personal and professional values.
 - Encourage attendance to community cultural awareness events.
 - Submit a report listing of professional development sessions offered which promote inclusiveness values.
4. Review college websites assuring continued reflection of the College's strategies for inclusiveness
 - Measure: Committee members will:
 - Review publications and websites identifying possible areas of improvement. If any possible improvements are noted, coordinate with the Marketing and Public Relations Division for their consideration of improvement suggestions.

Diversity Strategy 2: Support a diverse student body by providing support services, as needed, for continued success.

1. Continue to provide support services to a diverse student body.
 - Measure: Committee members will:
 - Committee members will review the services provided to our students with limiting conditions, including disabilities, to increase student retention and success. Recommendations, if any are noted, will be submitted to the appropriate Vice President for further consideration.
 - Provide an annual report reflecting recommendations of the Committee.

2. Maintain student mentoring and advising designed to foster the success of culturally diverse first generation and adult returning students.
 - Measure: The College will:
 - Continue mentoring and advising activities that support the success of diverse student populations.
 - Promote awareness of the Minority Male Mentoring (3M) program and other student clubs supporting inclusiveness.

Diversity Strategy 3: Provide support to faculty, staff and administration providing a quality education experience to students.

1. Continue recruitment activities in multiple media sources to reach potential students, faculty, staff or administration applicants from across the supported community.
 - Measure: The Human Resources Division and the Student Services Division will:
 - Continue advertising in multiple media sources to reach potential students, faculty, staff, and administration in order to generate interest in making applications to the College.
 - Continue to research media sources with the potential to increase interest in College programs, employment or services.
 - Submit a report annually of the varying media sources used to generate a broad interest in the College's programs, services, and employment opportunities.
2. Continue hiring practices under the Developmental Dimensions Initiative (DDI) Model.
 - Measure: The Human Resources Division will:
 - Ensure that interview panels have been reviewed and approved by the Vice President for Human Resources prior to scheduling employment interviews.
 - Using the DDI model, recommendations for future employment with the College will include an evaluation of motivational fit for the vacancy.
 - Documentation of approved interview panels and interview actions will remain in the College's applicant tracking system and will be available for assessment or evaluation as deemed appropriate by the President.
3. Continue to support students, faculty, staff and administration by providing and equitable and fair grievance process to resolve Title IX conflicts and interpersonal relationship difficulties.
 - Measure: The Human Resources Division will:
 - Provide timely support to faculty, staff and administrators with grievances and workplace relationship issues in order to maintain workplace harmony to the degree possible.
 - Provide referrals to the College's Employee/Student Assistance Program (E/SAP) as appropriate to assist with employee/student issues.
 - A report 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.

Diversity Strategy 4: Use varying course delivery methods that will meet the diverse learning styles of students, **strengthening the College's learning environment** and 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 supporting economic development".

○ Measure: The Associate Vice Presidents for Curriculum/Continuing Education will:

- Review course syllabi and outlines assessing inclusion of cultural and global perspectives in desired student learning outcomes. This will be accomplished annually during the required assessments (SACSCOC Compliance Statement 3.3.1.1) of student learning outcomes achieved by completers of the program.
- Reports can be viewed in Weave4.0®, 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 Associate Vice Presidents for Curriculum/Continuing Education will:

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, inclusiveness, and cultural awareness.
- This area will be assessed by all programs of study as part of their annual program reviews and annual assessment plans housed in Weave4.0® and accessible by all faculty, staff, and administrators working at the College.

3. Ensure that all classes maintain a positive learning climate supporting the College's commitment to inclusiveness.

○ Measure: Faculty and Program Supervisors will:

- Provide the opportunity for group activities, course discussions, and assignments, to assist students with gaining appreciation of a global and culturally diverse environment, both in and out of the classroom.
- This strategy should be addressed during annual assessments including adding some examples of group projects assigned to students in the document repository of Weave4.0® accessible by all

faculty, staff, and administrators working at the College.

Diversity Strategy 5: Develop external relationships with community residents, businesses, governmental agencies, and higher education institutions to celebrate activities supporting inclusiveness on and off campus.

1. Build community collaborations that are mutually beneficial, enriching an inclusiveness climate.

- Measure: College Supervisors will:
 - Continue collaborations with external organizations to support inclusiveness on campus and in the community. New collaborations and projects will be reported to the President by each appropriate division as such collaborations occur.
 - New collaborations will be posted in the document repository of Weave4.0® that is accessible by faculty, staff, and administrators working at the College.

2. Develop partnerships with businesses, civic organizations, and other institutions to develop mutually-supported relationships in the local service area.

- Measure: College Supervisors will:
 - Promote, advertise and encourage faculty, staff, administration and students to consider participation in the Institute of Community Leadership increasing their potential participation and leadership with regional boards and commissions.
 - Any new appointments to boards and commissions will be reported in the annual performance appraisal.
 - The Human Resources Division will provide a report to the President annually reflecting the level of participation in the Institute for Community Leadership