

## The Annual Diversity Plan Report

The Kentucky Council on Postsecondary Education approved the 2016-20 Kentucky Public Postsecondary Education Policy for Diversity, Equity, and Inclusion on September 23, 2016. The updated policy builds on the strong foundation cultivated over the past 30 years and further integrates the new degree program approval process, the statewide diversity policy, and the 2016-2021 Strategic Agenda for Postsecondary and Adult Education into one seamless framework upon which equal educational opportunity goals can be set; strategies to obtain these goals can be developed, adopted, and implemented; and institutional progress can be evaluated. The policy includes three focus areas synonymous with the focus areas set forth in the Strategic Agenda: Opportunity, Success, and Impact.

<p><b>“Opportunity”</b> Recruitment and Enrollment of Diverse Students</p>	<p>Maintaining a diverse student body is an essential contribution to the educational experience of Kentucky’s postsecondary students. Public institutions of postsecondary education in Kentucky have a responsibility to ensure citizens have the opportunity to receive a rich and fulfilling educational experience which cannot be fully obtained without exposure to the different perspectives and cultures of those around them.</p>
<p><b>“Success”</b> Graduation Rates, Retention Rates, Degrees Conferred, Credentials Earned</p>	<p>While maintaining a diverse student body is an essential educational experience of Kentucky’s postsecondary students, institutions must commit to helping those students be successful when they arrive on campus. Unfortunately, some student populations have historically exhibited lower rates of student success than the overall student population.</p>
<p><b>“Impact”</b> Campus Climate, Inclusiveness, and Cultural Competency</p>	<p>To fully realize the positive impacts of diversity, Kentucky’s public institutions must be communities that provide an inclusive and supportive environment for its diverse group of students. A supportive and respectful campus climate, interacting with diverse faculty and staff, and being culturally competent are critical to student success.</p>

## Strategies of Southeast KY Community and Technical College

# These are the strategies proposed and approved for SKCTC:

### Opportunity:

- #1 - Strategic use of faculty in recruiting efforts.
- #2 - Establish community partnerships for recruiting non-traditional students.
- #3 - Redesign orientation to include more student resources for tutoring and campus tours.
- #4 - Develop targeted outreach plan to build pipelines, broaden the applicant pool, and admit an increased number of qualified students from underrepresented groups.
- #5 - Increase diversity competency of Office of Admissions staff.
- #6 - Increase financial aid resources to support the under-represented minority.
- #7 - Develop a strategic response team and response plans for bias-related incidents.
- #8 - Include a focus on diversity when building and strengthening university partnerships--alumni, business, community and government--to enhance diversity initiatives.
- #9 - Conduct research and identify relevant best practices that facilitate equitable student success.

### Success:

- #10 - Utilize Starfish retention software.
- #11 - Have faculty build a sense of community in and out of the classroom.

## Strategies of Southeast KY Community and Technical College

# These are the strategies proposed and approved for SKCTC:

### Impact:

**#12 - Select a diverse search committee, or a committee which includes at least one individual who would be at least an institutional peer to the position to be filled, to serve as a diversity advocate empowered to promote and keep diversity goals active during the search.**

**#13 - Consider diversity training and unconscious bias awareness support for every search committee.**

**#14 - Develop position descriptions and qualifying criteria that highlight a commitment to diversity, and interview questions and assessment instruments that evaluate candidates'™ commitment to and experience with diversity and inclusion.**

**#15 - Network to build a deep and viable diverse pool of applicants- Networking must happen!**

**#16 - Contact existing professional and personal networks or seek assistance from AEO.**

**#17 - Examine campus customs which appear diversity neutral but might have the effect of limiting access to diverse candidates.**

**#18 - Grow your own minority faculty and staff.**

**#19 - Encourage everyone in the community to take responsibility for making the community welcome to all.**

**#20 - Establish networking and support groups for new faculty members. This is different than providing mentors for faculty of color exclusively, which might unintentionally lead to feelings of marginalization or a sense of being less qualified or need greater support.**

**#21 - Provide cross-cultural coaching and awareness for in faculty development workshops and employee orientation and professional development programs to increase retention by developing a diversity-friendly culture.**

**#22- Establish and strengthen cultural competency and multicultural respect.**

**#23 - Conduct exit interviews for faculty and staff who leave the college, especially those considered diverse, and including tenure-track faculty who do not receive promotion and tenure, to gather information on potential climate issues.**

**#24 - Make attendance at annual diversity professional development seminars and workshops part of annual staff performance reviews.**

**#25 -Intentionally include historically, numerically, or culturally marginalized groups in planning, resource allocation, or decision-making teams to be inclusive.**

**#26 - Ask what appeals or is important to multicultural groups.**

**#27 - Encourage and support the participation and creation of academic, professional, cultural, and social activities that connect potentially marginalized individuals to the institution at large.**

**#28 - Commit human and budgetary resources to infusing culture into the curriculum.**

**#29 - Offer incentives for faculty to infuse culture into the curriculum.**

**#30 - Help faculty to evaluate their own consciousness and awareness about race in order to remove barriers.**

**#31 - Create a Cultural Competency Professional Development and Implementation Committee, consisting of students, staff, faculty, and administrators who will bring a vital cross section of interests, experience, and expertise.**

## Reporting Contact

**\* 1. Who is the contact person for this report?**

If we have questions about the content of this report, who should we contact for clarification?

First Name

Last Name

email

phone

Diversity Strategy #1

## #1 - Strategic use of faculty in recruiting efforts.

**\* 2. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 3. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 4. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #2

## #2 - Establish community partnerships for recruiting non-traditional students.

**\* 5. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 6. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 7. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #3

### #3 - Redesign orientation to include more student resources for tutoring and campus tours.

**\* 8. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 9. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 10. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*



Diversity Strategy #4

## #4 - Develop targeted outreach plan to build pipelines, broaden the applicant pool, and admit an increased number of qualified students from underrepresented groups.

**\* 11. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 12. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 13. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #5

**#5 - Increase diversity competency of Office of Admissions staff.**

**\* 14. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 15. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 16. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #6

## #6 - Increase financial aid resources to support the under-represented minority.

**\* 17. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 18. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 19. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #7

## #7 - Develop a strategic response team and response plans for bias-related incidents.

**\* 20. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 21. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 22. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #8

**#8 - Include a focus on diversity when building and strengthening university partnerships--alumni, business, community and government--to enhance diversity initiatives.**

**\* 23. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 24. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 25. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #9

## #9 - Conduct research and identify relevant best practices that facilitate equitable student success.

**\* 26. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 27. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 28. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

### 29. This is the end of the Opportunity focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?

Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?

Diversity Strategy #10

## #10 - Utilize Starfish retention software.

**\* 30. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 31. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 32. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #11

## #11 - Have faculty build a sense of community in and out of the classroom.

**\* 33. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 34. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 35. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

### **36. This is the end of the Success focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?**

*Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?*



Diversity Strategy #12

**#12- Select a diverse search committee, or a committee which includes at least one individual who would be at least an institutional peer to the position to be filled, to serve as a diversity advocate empowered to promote and keep diversity goals active during the search.**

**\* 37. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 38. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 39. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #13

## #13- Consider diversity training and unconscious bias awareness support for every search committee.

**\* 40. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 41. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 42. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #14

**#14- Develop position descriptions and qualifying criteria that highlight a commitment to diversity, and interview questions and assessment instruments that evaluate candidates' commitment to and experience with diversity and inclusion.**

**\* 43. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 44. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 45. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #15

## #15- Network to build a deep and viable diverse pool of applicants- Networking must happen!

**\* 46. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 47. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 48. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #16

## #16- Contact existing professional and personal networks or seek assistance from AEO.

**\* 49. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 50. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 51. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #17

**#17- Examine campus customs which appear diversity neutral but might have the effect of limiting access to diverse candidates.**

**\* 52. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 53. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 54. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #18

## #18- Grow your own minority faculty and staff.

**\* 55. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 56. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 57. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #19

## #19- Encourage everyone in the community to take responsibility for making the community welcome to all.

**\* 58. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 59. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 60. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*



Diversity Strategy #20

**#20- Establish networking and support groups for new faculty members. This is different than providing mentors for faculty of color exclusively, which might unintentionally lead to feelings of marginalization or a sense of being less qualified or need greater support.**

**\* 61. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 62. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 63. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #21

**#21- Provide cross-cultural coaching and awareness for in faculty development workshops and employee orientation and professional development programs to increase retention by developing a diversity-friendly culture.**

**\* 64. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 65. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 66. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #22

## #22- Establish and strengthen cultural competency and multicultural respect.

**\* 67. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 68. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 69. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #23

**#23- Conduct exit interviews for faculty and staff who leave the college, especially those considered diverse, and including tenure-track faculty who do not receive promotion and tenure, to gather information on potential climate issues.**

**\* 70. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 71. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 72. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #24

## #24- Make attendance at annual diversity professional development seminars and workshops part of annual staff performance reviews.

**\* 73. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 74. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 75. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #25

**#25- Intentionally include historically, numerically, or culturally marginalized groups in planning, resource allocation, or decision-making teams to be inclusive.**

**\* 76. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 77. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 78. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #26

## #26- Ask what appeals or is important to multicultural groups.

**\* 79. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 80. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 81. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #27

**#27- Encourage and support the participation and creation of academic, professional, cultural, and social activities that connect potentially marginalized individuals to the institution at large.**

**\* 82. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 83. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 84. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*



Diversity Strategy #28

## #28- Commit human and budgetary resources to infusing culture into the curriculum.

**\* 85. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 86. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 87. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #29

## #29- Offer incentives for faculty to infuse culture into the curriculum.

**\* 88. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 89. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 90. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #30

## #30- Help faculty to evaluate their own consciousness and awareness about race in order to remove barriers.

**\* 91. How did you implement this strategy with fidelity?** (500 words or less)

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 92. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 93. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

Diversity Strategy #31

**#31- Create a Cultural Competency Professional Development and Implementation Committee, consisting of students, staff, faculty, and administrators who will bring a vital cross section of interests, experience, and expertise.**

**\* 94. How did you implement this strategy with fidelity? (500 words or less)**

*Fidelity is defined as faithfulness to the implementation of the committed strategies demonstrated by continued loyalty and support. Evidence of fidelity may include, but would not be limited to the following: dedicated staff, specific examples of student or staff participation, data collected on strategy inputs and outputs, participation rates of students, dedicated funding, development of implementation timetables and milestones achieved, and narrative descriptions of the implementation process.*

**\* 95. How would you describe the effectiveness of this strategy?**

*The institution shall provide an analysis of the effectiveness of each strategy with a sufficient level of detail. If a strategy was not fully implemented or implemented at all, a thorough analysis and justifiable explanation of why this did not occur should be provided.*

**\* 96. What lessons were learned regarding this strategy and what are your next steps?**

*Each institution shall identify lessons learned from the annual review process and describes in detail how it will incorporate results from the strategy analysis into the next year to address deficiencies and either improve or continue.*

**97. This is the end of the Impact focus area. What else do you want the CEO, CPE staff, and the Council to know about your implementation of strategies supporting this area?**

*Are there any internal or external factors that impacted the ability of the campus to move forward with strategy implementation in this focus area (e.g. new institutional leadership, local and/or national incidents, etc.)?*

## Review for Submission

\* 98. At the end of this reporting process you will be emailed a copy of the information you have submitted. Please take a moment to thoroughly review your submission.

- If you wish to receive feedback from Council on Postsecondary Education staff, designate this submission as **DRAFT** (below). **Must be submitted by 12/14/2018.**
- If your report is final, designate this submission as **FINAL** (below) and your report will be forwarded to the Committee for Equal Opportunities. **Must be submitted by 3/1/2019, before 11:59pm.**

**If you have questions before you submit, please call  
Dr. Caroline Atkins at 502-892-3006.**

**DRAFT**

**FINAL**

99. **OPTIONAL:** Please attach any additional documentation to support this annual report.

Select the file(s) you wish to upload.

**Choose File**

No file chosen