

CVCC's Response to the Chancellor's Task Force on Diversity

Introduction

Central Virginia Community College (CVCC) is one of 23 state-supported two-year community colleges that comprise the Virginia Community College System in Virginia. Established in 1966, CVCC is an accessible, comprehensive, public, two-year, higher education institution that promotes access and success for the diverse population it serves by providing learning opportunities and resources related to personal growth and success for all citizens. The college operates under the policies established by the State Board for Community Colleges and the CVCC Board.

CVCC is located in Lynchburg, Virginia with a population of 78,014 (U.S. Census Bureau, 2013 Population Update) and serves the region of central Virginia referred to as Region 2000, which consists of the city of Lynchburg and the counties of Amherst, Appomattox, Bedford and Campbell. The Region 2000 population is 256,455. CVCC is the only public institution of higher education within 60 miles from the main campus. The College was first accredited by the Southern Association of Colleges and Schools (SACSOC) in 1969, and reaffirmed in 1973, 1984, 1994, 2005 and 2015.

In February 2015, all colleges in the VCCS, including CVCC, were given the charge to review their current status in relation to diversity and inclusion; envision aspirations for change; identify particular outcomes to achieve in a specified time; implement strategies that result in advances; and track and report progress. The following report is a response to this charge. This report will identify goals and actions that validate CVCC's commitment to promoting an inclusive, respectful environment that values and promotes diversity. We recognize this as an ongoing process that will continue to grow beyond the timeframe of the goals specified within this report.

CVCC's Diversity Statement

Central Virginia Community College encourages all students, faculty, and staff to participate in any desired educational opportunities. CVCC believes that all individuals should feel valued, included, engaged, respected, and connected as we strive in all endeavors to reflect the diversity of the CVCC community.

CVCC's Current Status in Relation to Diversity and Inclusiveness

Central Virginia Community College's (CVCC) Statement of Values includes the following: The College values diversity and provides comprehensive educational programs; promotes understanding of cultural diversity; respects individuals from a variety of cultural backgrounds; teaches students about the cultural, economic, political and social environments in which they live; respects and responds to students' different learning styles; respects and accepts different teaching styles; and recognizes the importance of prior learning and experiences.

Student recruitment and retention activities focus on underrepresented populations within the service region including low-income, and first generation students. Student support services employs a Great Expectations Coach to support foster youths, an ADA coordinator, and a veteran's coordinator.

CVCC strives to enroll a student population that is representative of the service area ethnicity demographic. For 2010 the minority population of the region was twenty-two percent (22%). Minority student headcount enrollment as of fall 2013 was also twenty-two (22%), confirming that the diversity of the enrolling student population mirrors the region. Graduate data indicates that minority students do not graduate at the same rate. Minority graduates for 2013-14 were as follows:

Degree Type Awarded	Percent Minority
College Transfer Degree (n=594)	17.6%
Career Technical Associates Degree (n=150)	18.7%
Diploma (n=16)	1.0%
Certificates and Career Studies Certificates (n=244)	18.03%

CVCC's employee recruitment procedures require that all job vacancies be posted on the CVCC website and the State of Virginia website for a minimum of one calendar week. All faculty vacancies are also listed in the Chronicle of Higher Education. Selected vacancies are sent to appropriate websites (higherjobs.com, professional association websites, etc.), and other state-supported institutions of higher education, and advertised in minority publications as appropriate. Despite these efforts, the demographic diversity of teaching faculty and administrators lags the regional demographic of twenty-two (22%). As of 2013, eleven percent (11%) of full-time faculty, twelve percent (12%) of adjunct faculty, and twelve percent (12%) of administrators/managers were minority.

Within CVCC's governance structure there is a Culture, Diversity, & International Education Committee whose goal is to promote global education and appreciation of a

diverse population by planning, organizing and overseeing college sponsored events relating to cultural diversity and international education. CVCC's student activities program is designed to provide a variety of meaningful educational, cultural, and social experiences and includes the following: student government, publications, music activities, departmental clubs, and special interest groups as approved by the College. Examples of student organizations are the Black Student Alliance, Campus Crusade for Christ, Campus Free Thought Alliance, Spanish Club, and the Student Veterans Organization. The Cultural, Diversity, & International Education Committee and the Student Activities department host cultural events for the entire community throughout the academic year.

Currently, CVCC has limited qualitative data that measures the climate, engagement, and satisfaction of the community in matters of inclusiveness. Existing results from student and employee satisfaction surveys are shared below:

CVCC Employee Satisfaction Survey Fall 2013 (196 respondents)		CVCC Student Satisfaction Survey Spring 2014 (287 respondents)	
Survey Question	% Satisfied	Survey Question	% Satisfied
Diversity among CVCC employees	92.86%	Variety of student activities	85.44%
Professional development opportunities for employees	71.22%	Availability of cultural opportunities	84.16%
Collegiality among faculty	91.47%	Quality of student activities	86.57%
Collegiality between faculty and administrators	93.08%	Overall student life	84.44%
Accessibility and accommodation for students with disabilities	90.08%	Services provided to veterans	94.30%

Aspiration for Change

As a community college dedicated to excellence in quality, affordable education, Central Virginia Community College welcomes the contributions of different voices as we seek to foster a shared sense of purpose. A diversity of human experiences and viewpoints in our learning community strengthens the educational experience of all members of the community.

As a learning community we aspire to treat all individuals with respect. In this spirit, we envision CVCC as a place where a diverse student body, faculty, and staff:

- Encourage contributions to the community by ensuring full representation and honoring the uniqueness of all groups.
- Seek intercultural and cross-cultural communication.
- Cultivate in one another the courage, skill, and openness to discuss complex issues, about which we may disagree, including an awareness of the existence of discrimination in our society.

Toward these ends, we will devote resources to:

- Maintain and expand diversity in our curriculum.
- Enhance and enrich student support services.
- Attract, enroll, and retain a higher percentage of students with diverse backgrounds.
- Recruit, hire, and retain a higher percentage of diverse faculty and staff.
- Assess diversity initiatives and review the progress.

Goals and Outcomes

CVCC supports the VCCS in becoming a model for diversity that is reflective of its aspiration to be a world-class community college system (high performance organization). Tangible strategies have been developed to accomplish the following by the end of the 2017-2018 academic year:

- **Goal: Communication and Vision Sharing**
Ensure that diversity priorities are articulated and reiterated constantly so that the CVCC community understands their importance in learning, interacting, and conducting business day in and day out.
 - **Outcome:** Identify measures that will verify progress toward diversity goals and communicate the results using multiple methods.

- **Goal: Recruitment and Development**

Actively and strategically recruit, develop, and retain a diverse workforce. Diverse faculty, staff, and students should work and learn in an environment where they encounter and comfortably interact with people both similar to themselves and different from themselves. Further, faculty, staff, and students should be able to develop themselves personally and professional by taking advantage of a rich variety of opportunities that expand on and complement their distinctive personalities and experiences.

- **Outcome:** Increase the demographic diversity of CVCC so that the teaching faculty and leaders look more like the region we serve or reflect the available qualified recruitment pools.

- **Goal: Community Engagement**

Engage in helping to create a diverse environment on campus. Individuals, community groups, business and industry, and civic organizations should be brought in to engage and support diverse employees and students by providing personal support, mentorship, and growth opportunities.

- **Outcome:** Create an inclusive community where everyone feels empowered to fully participate and succeed.

- **Goal: Integration**

Integrate governance, professional development, student activities, and the curriculum with diversity initiatives.

- **Outcome:** Link diversity efforts to strategic planning.

Strategies

Communication and Vision Sharing			
Action	Details	Involved Party	Timeline
Establish College Diversity Web Page	Website content: <ul style="list-style-type: none"> • VCCS & CVCC's Diversity Task Force Reports • State Board for Community Colleges' Diversity Statement • CVCC Diversity Statement 	IT Department	Fall 2015

	<ul style="list-style-type: none"> • CVCC Diversity Dashboard 		
Offer mandatory Diversity and Inclusion Workshops for faculty, staff and administrators	To be held at Convocation and scheduled workshops throughout the year	VP for AA & SS	Fall 2015, 2016, 2017
Administer satisfaction surveys to students, faculty, staff, and administrators	<ul style="list-style-type: none"> • Great College to Work For Survey (faculty, staff, administrators) • Student & Employee Satisfaction Survey • The Community College Survey of Student Engagement (students) 	Office of Institutional Effectiveness and Strategic Planning	<p>Spring 2015</p> <p>Spring & Fall 2016</p> <p>Spring 2017</p>
Introduction of Diversity and Inclusion Initiative	<ul style="list-style-type: none"> • President's Cabinet • Local Board • President's Town Hall Meeting 	College President and Members of Diversity and Inclusion Taskforce	Spring 2015

Recruitment and Development

Action	Details	Involved Party	Timeline
Facilitate increased knowledge and usage of Chancellor's Faculty Diversity Initiative	<ul style="list-style-type: none"> • Provide academic deans access to minority faculty pool • Hold information session concerning the Chancellor's Faculty Diversity Initiative for hiring managers 	Human Resources Office	Each year in November, April and July before each semester begins Fall 2015
Collaborate with local area graduate institutions to offer adjunct recruitment opportunities	<ul style="list-style-type: none"> • Present the recruitment opportunity to local area graduate institutions • Contact Career Services Offices at local graduate institutions and schedule recruitment visits as appropriate 	Academic Deans	Fall 2015 Spring 2015, 2016, 2017
Expand range for job announcements to target minorities	<ul style="list-style-type: none"> • Submit job announcements in minority publications • Submit announcements to Career Services Offices at minority colleges by email 	Human Resources Office	Ongoing Fall 2015, 2016, 2017
Host Workforce Adjunct Fair	Host yearly Adjunct Fair sponsored by the CVCC Workforce Division	Office of Workforce Solutions and Community Education	Ongoing

Develop minority recruitment packet	Create CVCC minority recruitment packets that will include benefits of the local community (from Chamber of Commerce, board members, etc.)	Human Resources Office	December 2015
Support faculty and staff leadership	<ul style="list-style-type: none"> • Send (annually) at least one faculty to the Master Teacher’s Seminar • Send (annually) at least one classified staff to the Classified Leadership Academy 	VP for AA & SS President	Ongoing
Foster the development of diverse individuals to career-long and system-wide opportunities	<ul style="list-style-type: none"> • Continue to provide Professional Development funding and opportunities for all faculty, staff and administrators • Encourage faculty to attend VCCS sponsored Peer Group Conferences to enhance collaboration and networking • Encourage Classified Staff to attend Professional Development opportunities 	President Academic Deans Supervisors	Ongoing

Obtain data related to non-completers	<ul style="list-style-type: none"> Identify curricula and/or classes with low completion rates Contact students to determine reasons for non-completion Develop strategies to improve completion rates based on data and responses 	Office of IE Academic Deans	Fall 2015 (beginning)
Onboarding of new employees	<ul style="list-style-type: none"> Provide Faculty and Staff Orientations for all new hires 	VP for AA & SS and Human Resources Office	Ongoing
Community Engagement			
Action	Details	Involved Party	Timeline
Increase the number of nationally recognized heritage celebrations on campus	Plan at least one additional nationally recognized heritage month event	Culture, Diversity and International Education Committee and Student Activities Coordinator	Fall 2015
Explore effective methods to market cultural and diversity events held on campus	Research effective methods for communicating on-going diversity offerings and programs	Marketing Committee	Ongoing
Target recruitment and provide support	<ul style="list-style-type: none"> Continue support of programs such 	Dean of Enrollment Management,	Ongoing

services for specific populations such as first generation, minority, under-represented, low income individuals	<p>as Great Expectations, Beacon of Hope, Alliance for Excellence</p> <ul style="list-style-type: none"> • Continue support of Minority Recruiter, Career Coaches, ADA Counselor, Coordinator of Veteran Affairs, 	VP for AA & SS	
Encourage employees to volunteer time in local community, charitable organizations	Human Resources will ensure that all employees are aware of community service leave	Human Resources Office	Ongoing
Integration			
Action	Details	Involved Party	Timeline
Provide Diversity and Inclusion Training for new and existing student leaders	<ul style="list-style-type: none"> • SGA Officers • Student Ambassadors 	Student Activities Coordinator	Fall 2015
Provide diversity awareness through planning and budgeting processes	<ul style="list-style-type: none"> • Offer CVCC Strategic Planning Survey (open ended questions) to all college faculty, staff and administrators to enhance dialogue and result in the development of college-wide and departmental goals 	President	Spring 2015

	<ul style="list-style-type: none"> • Offer and fund (as appropriate) activities that support diversity and inclusion 	President	Ongoing
Ensure diversity and inclusion in hiring process	<ul style="list-style-type: none"> • Qualified minority applicants forwarded to departments for review • Insure qualified minority applicants interviewed for each open position • Human Resources staff will serve on all Selection and Interview Committees • Every Selection and Interview committee will have at least one minority committee member 	Human Resources Office	Ongoing
Establish a College Diversity and Inclusion Taskforce	Taskforce will be developed to include a diverse membership with at least two individuals from the Human Resources Office	Designated College Diversity Representative	Spring 2015
Provide ongoing opportunities for individuals with similar and diverse backgrounds to connect with others on and off campus	<p>Meetings and events will be held on and off campus such as:</p> <ul style="list-style-type: none"> • Foundation Board 	CVCC Community	Ongoing

	<ul style="list-style-type: none"> • Curriculum Advisory Committees • CVCC Local Board • Civic Organizations • Area High Schools 		
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Tracking and Reporting Progress

CVCC will annually update and report on the extent of progress in having faculty and staff reflective or the student body using the diversity dashboard. In addition, qualitative measures will be introduced to measure climate, engagement, and satisfaction to compare and contrast how the work environment may be experienced differently by different demographic groups. Beginning in spring 2015, CVCC will register for and administer *The Chronicle: Great Colleges to Work For* survey. CVCC measures student achievement using multiple indicators for data-informed decision making including enrollment, retention, and completion. Administrative departments, academic support services and student support departments conduct annual evaluation assessment processes that require the use of results for continuous improvement. Their goals support the president’s annual goals. In March of each year CVCC will report to the VCCS their progress against the strategic goals outlined in this report.