

MVCC 2021-2022 Annual Report and Diversity Plan

The MVCC Annual Diversity Plan is aligned with the comprehensive SUNY Diversity Plan and informed by the Diversity Assessment Framework developed by the Association of Community College Trustees.

2020-21 ANNUAL DEI GOALS UPDATE

The Diversity Council met regularly throughout the year to coordinate Diversity, Equity, and Inclusion (DEI) efforts to advance the following goals.

1. Launch Diversity Council Virtual Resource and Training Center

STATUS: The Diversity Council Virtual Resource and Training Center (VRTC) has a planned launch in spring 2021. The VRTC will include live sessions (during August and January Institutes) and older Institute Sessions, links to articles and video links to www.justiceinjune.org, TED talks, articles and videos, and other online information and resources. As the center continues to develop, there will be breakout rooms for chat and common read materials and discussions. The VRTC will also have an ‘announcement board’ of information about DEI agendas and upcoming Training Workshops.

2. Identify creative solution for hiring a Chief Diversity Officer, with consideration given to an internal candidate who understands the MVCC culture and community.

STATUS: Complete. MVCC Faculty member and co-chair of the Diversity Council, Dr. Todd Marshall, was hired and began work in the position on January 4, 2021.

3. Diversity Council to compose Anti-Racist and Systemic Inclusion statements.

STATUS: Complete. Both statements were approved by the Board of Trustees.

4. Increase Staff and Faculty Training and Learning Awareness

a. Core Workshop on ‘The Psychology of Difficult Conversations

STATUS: Complete

b. Support Faculty Caucus goal to have a monthly (diversity) story shared, creating a platform for dialogue and conversation about race and culture.

STATUS: Complete

5. Support DEI communication on campus and in community

STATUS: Complete. Active communications were deployed via the MVCC Workplace platform; inclusion of DEI updates in the President’s College Update emails; weekly meetings between the CDO and the President; and active engagement by the CDO in all areas of the College.

6. Collaborative Common Read Initiative

STATUS: Complete. The Guided Pathways Council and Diversity Council collaborated to facilitate a common read of “*Teachin’ It: Breakout moves the break down barriers for community college students*” by Felicia Darling. This was an excellent prototype that prompted plans for future common reads throughout the College.

7. **Continue to work with HR on hiring practices, review and improve hiring materials and terminology.**

STATUS: Ongoing. The Equity and Inclusion Officer/CDO collaborated with Human Resources staff regarding Affirmative Action compliance; screening committee training; as well as personnel recruitment advertising and related onboarding processes.

8. **Promote Diversity:**

a) **Conduct an employee survey to identify spoken languages, and willingness to help if needed.**

STATUS: Complete.

b) **Make the campus more welcoming and inclusive.**

STATUS: Ongoing. First major step completed by hanging welcome banners on the Utica Campus displayed in the top six languages spoken by students.

I. **DEI ANNUAL GOALS 2022-23**

1. Strengthen monthly DEI celebration events throughout the year.
2. Increase Student Connections by:
 - a. increasing engagement with BLSU, MSA, GSA, and revise Diversity Club and hold joint activities.
 - b. facilitating student-led discussion forums via Student Congress/Program Board
 - c. promoting Diversity Conversations across campus
3. Partner with local colleges and community organizations to develop joint programming and other opportunities for collaboration.
4. Continue to work with Faculty Caucus to promote more training on bringing DEI into our curricula by building inclusive course content and considering how to involve the new SUNY Gen Ed Diversity Competency (once finalized) into our programs.
5. Coordinate at least one common book read across the College.
6. Collaborate with Chief Diversity Officer to create and implement **MVCC DEI Framework** in Fall 2022