

# **SUNY Orange**

# **Diversity and Inclusion**

# **Plan**

**2016 – 2021**

The logo for SUNY Orange, featuring a stylized orange 'O' with a blue outline, positioned behind the text 'SUNY ORANGE'.

**SUNY ORANGE**

## TABLE OF CONTENTS

Message from the College President .....	2
I. Diversity & Inclusion Task Force Introduction .....	3
A) Members of the SUNY Orange Diversity and Inclusion Task Force	
B) What does Diversity mean to SUNY Orange?	
II. SUNY Orange Vision, Mission, Values and Goals.....	4
III. SUNY Orange Strategic Plan 2015-2020.....	5
IV. Diversity and Inclusion Vision and Mission Statements.....	6
V. Current Campus Diversity and Inclusiveness Assessment .....	6
VI. SUNY Orange Diversity and Inclusion Goals .....	7
VII. Strategic Initiatives for Diversity and Inclusion Goals .....	7
VIII. Assessment and Evaluation.....	12
IX. Summary Statement .....	13
 <b>Appendices:</b>	
A: Feedback from Students, Faculty, and Staff .....	14
B: Definitions and Terms.....	15
C: Current Demographic Data.....	16
D: Timeline of Diversity and Inclusion Plan Process .....	18
E: Acknowledgements .....	19

## MESSAGE FROM THE PRESIDENT

Colleagues,

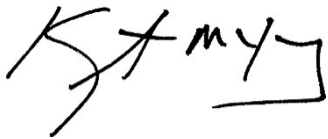
The following pages offer a detailed and thoughtful Diversity Plan for SUNY Orange, one that coalesces the College's many diversity initiatives into a singular, focused document that will guide SUNY Orange as we continue to broaden the diversity of our College community while at the same time developing a climate of inclusivity.

Our student body grows more diverse with each passing semester, and we aspire to mirror the changing demographics of Orange County, and the entire Hudson Valley region, within our staff and faculty ranks, as well. We intend to provide an academic, workplace and social atmosphere in which students, faculty, staff and guests are treated with dignity and respect.

On the listing of SUNY Orange's seven institutional values, "inclusivity" comes after only "excellence" and "integrity." To build an inclusive community, there must be a foundation of integrity and an inherent appreciation of others. And when you combine integrity and inclusivity, excellence can't be far behind.

This plan reinforces SUNY Orange's commitment to diversity starting at the upper levels of administration and expanding to all corners of our two campuses. We will remain committed to the recruitment and retention of diverse students and employees, and promise to provide an inclusive teaching and learning environment where all may thrive. We will also pursue the most effective methods by which to enrich our growingly diverse community academically, socially and culturally.

I look forward to SUNY Orange accomplishing the goals of this Diversity Plan over the coming years, and I eagerly anticipate your support of our commitment to diversity and inclusion.

A handwritten signature in black ink, appearing to read "Kristine Young". The signature is stylized and cursive, with a large "K" and "Y" and a square-like flourish at the end.

Dr. Kristine Young

President, SUNY Orange

## I. DIVERSITY AND INCLUSION TASK FORCE INTRODUCTION

The Diversity and Inclusion Task Force was formed at the request of College President, Dr. Kristine Young to address the initiative from the State University of New York’s Diversity Task Force. All SUNY campuses are charged with developing and implementing a strategic Diversity and Inclusion Plan to support SUNY’s goal of “*becoming the most inclusive institution of public higher education in the Country.*” In response, SUNY Orange’s Diversity and Inclusion Task Force, comprised of volunteers representing all areas of the College, has worked collaboratively to create a guiding document that enriches the learning environment where by diversity and inclusion are embraced by faculty, staff, students and the local community.

### A) Members of the SUNY Orange Diversity and Inclusion Task Force

*Meg Atwood, Associate Professor, Dental Hygiene*

*Sam Dillon, Assistant Professor, Biology*

*Sarah Gardner, Coordinator of Academic Support*

*Russell Hammond, AVP for Resource Development*

*Wendy Holmes, AVP for Human Resources*

*Laura Morcone, Associate Director of Admissions*

*Carol Murray, Executive Assistant to the President*

*Juan Carlos Piñeiro, Coordinator of the Center for Student Involvement*

*Christine Work, Institutional Planning Assessment & Research Officer*

### B) What does Diversity mean to SUNY Orange?

It was important to the College and the Diversity and Inclusion Task Force to include students, faculty, and staff in the development of the mission and vision statement. To understand, college-wide, the meaning of diversity, the Task Force outreached via survey, social media, and face to face venues. Feedback from students, faculty and staff were collected and utilized to shape the guiding statements. Below is a visual representation of the feedback received by the Task Force; see Appendix A for detailed responses:

Human Values Variety Walks of Life Ethnicity Issues  
Cultures Own Way Religion Color  
Race Acceptance Group College Community  
Understanding Minded Learning

## II. SUNY ORANGE VISION, MISSION, VALUES AND GOALS

### **Vision**

Orange County Community College will be an exemplary community college transforming lives through academic excellence, innovation and partnerships.

### **Mission**

We are a community of learners dedicated to providing high-quality and accessible educational and enrichment opportunities that foster lifelong learning.

### **Values**


*To fulfill the mission and vision of the College, we are committed to:*

- Excellence
- Integrity
- Inclusivity
- Inquiry
- Creativity
- Collaboration
- Stewardship

### **Goals**

*To fulfill its mission, the College has established the following Goals:*

1. To provide high quality academic courses and programs that prepare a diverse student population to achieve its educational, employment and enrichment goals.
2. To engage learners in an environment that develops their knowledge and skills in critical thinking, information and technology literacy, effective communication and enhances their awareness of civic responsibility and cultural diversity.
3. To establish public and private partnerships and provide programs and services that support and serve our county's educational, economic, civic and cultural needs.
4. To promote student growth and development by providing comprehensive and innovative academic and support services.
5. To offer opportunities to learn with a dedicated and diverse faculty and staff who value excellence in teaching, service to students, creative collaboration and continuous improvement.
6. To build and maintain safe, accessible and sustainable facilities that support the learning environment.
7. To identify, secure and allocate resources that advance the strategic priorities of the College.



## STRATEGIC PLAN 2015-2020 PRIORITIES AND OBJECTIVES

### PRIORITY 1: AWARENESS AND ACCESS

*We will raise the visibility of the College and communicate the value of a SUNY Orange education through enhanced outreach efforts and educational opportunities.*

**OBJECTIVES**

- 1.1 Increase online offerings as a means of expanding access, increasing enrollment and promoting academic success
- 1.2 Increase the number of faculty, staff and students to reflect the diversity of Orange County through focused recruitment initiatives
- 1.3 Expand the visibility of the College's excellent programs and services through strategic marketing efforts

### PRIORITY 2: STUDENT SUPPORT AND SUCCESS

*We will support our students in achieving their educational and career goals.*

**OBJECTIVES**

- 2.1 Prepare students for college success through academic planning and advising and comprehensive, ongoing support
- 2.2 Accelerate students' completion of developmental education and ensure college readiness by refining processes, services and course sequences
- 2.3 Increase student retention, completion, transfer and employment readiness
- 2.4 Engage in comprehensive review of program offerings, delivery formats and course scheduling to meet the needs of diverse populations

### PRIORITY 3: COLLABORATION AND COMMUNICATION

*We will develop connections between internal and external constituents and advance mutually beneficial partnerships. We will promote a culture of trust, respect and collective responsibility.*

**OBJECTIVES**

- 3.1 Foster stronger connections among academic programs, business and industry to increase applied learning opportunities for students
- 3.2 Optimize enrollment through partnerships with area high schools, civic organizations and businesses
- 3.3 Improve management of information to increase transparency and centralize communication practices
- 3.4 Strengthen the sense of community to improve the institutional climate and promote collegiality, civility and mutual respect

### PRIORITY 4: EFFICIENT AND EFFECTIVE OPERATIONS

*We will anticipate and adapt to changing economic realities while maintaining the infrastructure and resources necessary to foster innovation and develop and deliver high-quality programs and services.*

**OBJECTIVES**

- 4.1 Maximize existing funding streams and explore alternative revenue opportunities to ensure financial stability
- 4.2 Develop cultivate and support innovation throughout the organization for continuous improvement
- 4.3 Review and revise allocation methods to ensure appropriate investment in people, services, facilities and technologies
- 4.4 Foster a collective commitment to comprehensive planning, assessment and prioritization to ensure institutional effectiveness

**VISION:** Orange County Community College will be an exemplary community college transforming lives through academic excellence, innovation and partnerships.

**MISSION:** We are a community of learners dedicated to providing high-quality and accessible educational and enrichment opportunities that foster lifelong learning.

**VALUES:** To fulfill the mission and vision of the College, we are committed to Excellence, Integrity, Inclusivity, Inquiry, Creativity, Collaboration and Stewardship.

#### IV. DIVERSITY AND INCLUSION VISION AND MISSION STATEMENTS

##### **Vision Statement:**

SUNY Orange strives to create an environment in which diversity and inclusion are encouraged, supported, and embraced by all members of the college community. We believe acceptance of our inherent diversity encompasses the sharing of trust, respect, collegiality, civility, and mutual appreciation for all individuals.

##### **Mission Statement:**

SUNY Orange promotes diversity and inclusiveness in all opportunities for teaching, learning, service, research, professional development and overall social, economic, and intellectual growth. The College is committed to embracing and fostering diversity in its continued investment in faculty, staff, and students. We support the ability of all college and community members to teach, work, and learn in a safe and welcoming environment.

#### V. CURRENT CAMPUS DIVERSITY AND INCLUSIVENESS ASSESSMENT

The student body at SUNY Orange reflects the racial, ethnic, and socio-economic diversity of Orange County. Fifty percent (50%) of degree-seeking students enrolled are under-represented minorities (*URM* = *Black, Hispanic, Native Alaskan, 2 or more races*). SUNY Orange's Hispanic student population has steadily increased over the past five years to nearly 30% of the total student population. Additionally, in Fall 2015, 32% of new students identified as first generation; while among all students that Fall, approximately 300 were veterans or dependents; and 27% were Pell recipients.

SUNY Orange students are balancing work, family commitments, finances and their studies in higher proportion than their SUNY peers. These characteristics are recognized through the data gathered from surveys, including the Community College Survey of Student Engagement (CCSSE) and the Student Opinion Survey (SOS). The College is working to understand their needs and helping them overcome their barriers to success.

Through the College's *Strategic Plan* as well as *SUNY Excels* Initiative, SUNY Orange has established *accessibility* to higher educational opportunities and successes as a priority and promise. Creating an inclusive and diverse community of learners is one of higher education's greatest responsibilities and gifts. The commitment of SUNY Orange to fostering a diverse and inclusive learning environment is recognized in many successful programs and services. Integral access is the College's re-establishment of the [EOP Program](#) and continuation of the [TRIO](#) grant-funded program to assist low income, first generation students with disabilities. Equally important is integrating new programs, such as the newly launched non-credit [Bridges Program](#) for post-secondary students with intellectual disabilities.

SUNY Orange's Student Support Initiatives provides proactive outreach/academic services and financial literacy training to students readmitted to the college on academic probation. Additionally, the Center for Student Involvement annually holds various culturally diverse events such as International Day, Civil Rights Celebration/Discussion and others.

To support a growing veteran student population, the College created a part-time Veteran Student Coordinator position in 2015. This individual is tasked with connecting veterans to College and County services and to assisting these students as they transition from military to civilian life.

A recent CTEA grant funded initiative enabled the College to hire an academic advisor who focuses on increasing the number of non-traditional students in gender imbalanced technical fields (e.g. men in nursing; women in engineering, etc). A component of this major effort involves assisting students with career exploration and providing opportunities for mentoring.

The College's Committee on Institutional Diversity and Equity, in conjunction with the Coordinator of Diversity and Equity, actively engaged students and staff in an effort to determine current opinion on college culture. This information helped establish a baseline set of data and opinion regarding diversity issues on both campuses, and was disseminated college-wide to inform programming changes. Monthly diversity chats, collaboration with Cultural Affairs, and working with student clubs led to a variety of events and programs, from a World War II Liberator to a presentation on LGBTQ+ issues currently facing colleges nation-wide.

SUNY Orange is committed to meeting the needs of all students. The College has a dedicated faculty and staff committed to student success. This Diversity and Inclusion Plan will support ongoing efforts and established priorities through the Strategic Plan. SUNY Orange will ensure that faculty and staff are culturally competent, attuned to the students we serve today, and better prepared to recognize and remove barriers to their success.

SUNY Orange remains committed to creating a culture of inclusion that welcomes its diverse students, faculty, and staff. The College's strategic planning process reaffirmed the importance and value of diversity not just among its students but among the faculty and staff as well. SUNY Orange has worked continuously to grow and retain a qualified and more diverse workforce. From 2009 to 2015, the percentage of minority faculty at the College has grown by 25% though our overall employee base increased only 8% in that same period.

Understanding the changing characteristics and demographics of our students, SUNY Orange is committed to expanding online offerings, introducing new programs and certificate opportunities, offering [accelerated] college readiness programs, overhauling course schedules, as well as improving financial literacy. As concluded in the College's Excel's Performance Improvement Plan, *"by remaining true to our mission, attuned to the needs of our community and the region, and guided by careful planning documents, SUNY Orange intends to serve more [diverse] students, prepare them exemplarily for employment, graduation, and transfer..."*



## **VI. SUNY ORANGE DIVERSITY AND INCLUSION GOALS**

To meet the needs of an increasingly diverse student population, the Diversity Task Force identified the following 5 goals for the college:

**Goal 1:** SUNY Orange administration will lead, promote, and support a college-wide commitment to diversity and inclusion that is clear, transparent, and evident at all levels of the institution.

**Goal 2:** SUNY Orange will continue to build a diverse and inclusive climate for all faculty, staff, students, and our community.

**Goal 3:** SUNY Orange will improve the accessibility, enrollment and retention of students from diverse or underserved backgrounds.

**Goal 4:** SUNY Orange will continue to support instructional, educational, and enrichment activities that infuse diversity and inclusion.

**Goal 5:** SUNY Orange will increase and support the diversity and inclusiveness of our faculty and staff to better reflect our diverse student body as well as the community we serve.

## **VII. STRATEGIC INITIATIVES FOR DIVERSITY AND INCLUSION GOALS**

**Goal 1:** SUNY Orange administration will lead, promote, and support a college-wide commitment to diversity and inclusion that is clear, transparent, and evident at all levels of the institution.

### Strategies for Implementation:

- a.) SUNY Orange Board of Trustees and College Administrators will prominently and publicly demonstrate leadership related to the value of diversity at the College by: 1) participating in diversity trainings, community events, and organizations; 2) attending meetings, briefings, and media events to better understand diverse communities; 3) providing a united leadership in quickly responding to bias-related incidents.
- b.) Build an understanding of the role of the Chief Diversity Officer (CDO) throughout campus as a senior member of the campus administration. The CDO will report to the college president and will be responsible for implementing best practices related to diversity, equity, and inclusion. The CDO will work collaboratively with entities across campus, including, but not limited to, academic affairs, human resources, admissions and registration, and governance.
- c.) Increase visibility of the College's diversity & inclusion mission and vision statements.

**Goal 2:** SUNY Orange will continue to build a diverse and inclusive climate for all faculty, staff, students, and our community.

Strategies for Implementation:

- a.) Include diverse causes and organizations, including LGBTQ+, communities of color, international, religious, women, and disability populations, in the College's community service and outreach programs.
- b.) Improve campus culture relative to inclusion, tolerance, and respect for human dignity through diversity awareness and workshops to strengthen cultural competency.
- c.) Identify whether and when it is appropriate to place a diversity statement on college materials, such as course syllabi, the student handbook, health and wellness brochures, etc.
- d.) Establish an LGBTQ+ Safe Space program. The Campus Pride Safe Space Program is a nationally recognized program that provides training and signage for institutions committed to supporting LGBTQ+ students. They provide training and resources, including online options, for faculty and staff who wish to provide a safe space for LGBTQ+ students on campus. More information can be found here: <http://www.campuspride.org/safespace>. Note that this program is not related to trigger warnings or academic curriculum in any way.
- e.) Review all campus communications (including web, social media, advertising, letters to current and prospective students) to ensure that communications are free of bias and that the campus commitment to diversity is not only explicit but evidenced by images, points of entry (admissions & registration), and marketing copy.
- f.) Create a process to provide on-going, regular communication regarding diversity to employees and community. Promote diversity events in the Grapevine, on the SUNY Orange web page, and e-mail list serves.
- g.) Increase SUNY Orange's presence at community events reflecting diverse populations.
- h.) Identify and expand community partnerships that support diversity beyond celebration events.
- i.) Have a clear and visible policy that allows students, faculty and staff to share diversity-related concerns and suggestions for improvements (the mechanism is anonymous; responses made within 48 hours).
- j.) Review, improve, and expand ADA accessibility in campus buildings.

**Goal 3:** SUNY Orange will improve the accessibility, enrollment, and retention of students from diverse or underserved backgrounds.

Strategies for Implementation:

- a.) Develop and/or continue the implementation of programs (i.e. Bridges, EOP and TRIO) that support the College's goal "to provide high quality academic courses and programs that prepare a diverse student population to achieve its educational, employment and enrichment goals."
- b.) Expand admissions, recruitment, and community outreach throughout Orange County at high schools, technical training facilities, and other relevant locations that include traditional and non-traditional students.
- c.) Encourage employees to share their stories and accomplishments, highlighting successes while celebrating their own diversity and challenges faced. This will be done either through social media or simply in conversations with students and peers, to support and mentor others in diverse situations.
- d.) Produce Spanish language admissions and registration forms and marketing copy. Expand number of languages to include the most common second languages spoken in Orange County.

**Goal 4:** SUNY Orange will continue to support instructional, educational, and enrichment activities that infuse diversity and inclusion.

Strategies for Implementation:

- a.) Provide resources and training to improve classroom climate for under-represented populations. Ensure that all course materials are ADA compliant and follow principles of universal design.
- b.) Provide more focus and guidance to incorporate multicultural topics in the curriculum, reflecting the experiences of communities of color, disability, religion, gender, LGBTQ+, veterans, and social class populations, and encourage the exploration of multicultural issues in individual classes.
- c.) Investigate opportunities to create credentialed and certificated programs focused on diversity and inclusivity.
- d.) Create a framework to provide ongoing trainings on diverse populations, including LGBTQ+, communities of color, international, disabilities, religion, veterans, and gender at various meetings (i.e. department meetings, division meetings, assembly, new employee orientations, new student orientation).
- e.) Partner with community advocacy groups to provide professional development opportunities for staff and students.
- f.) Promote SUNY Orange as a host site for diversity and multi-cultural events.

**Goal 5:** SUNY Orange will increase and support the diversity and inclusiveness of our faculty and staff to better reflect our diverse student body as well as the community we serve.

Strategies for Implementation:

- a.) Establish a branding strategy that attracts a diverse workforce and is aligned with SUNY Orange's overall marketing/branding strategy.
- b.) Engage in active outreach with discipline specific professional organizations, graduate degree granting Colleges/Universities and student or professional organizations that serve traditionally underserved groups to increase diversity of applicant pools.
- c.) Introduce cultural competency education and mentoring strategies tailored to reflect the specific needs of SUNY Orange students and the local community.
- d.) All new employee orientations will contain information about SUNY Orange's Diversity and Inclusion Mission and Vision statements.

## VIII. ASSESSMENT AND EVALUATION

SUNY Orange Goals	Outcomes	[Implementation Strategies] Measures
Goal 1 – SUNY Orange administration will lead, promote and support a college-wide commitment to diversity and inclusion that is clear, transparent and evident at all levels.	<ul style="list-style-type: none"> <li>• Chief Diversity Officer (CDO) is hired for HVEC</li> <li>• College leadership is present and participative in community wide events, meetings, trainings, etc.</li> <li>• Faculty, staff, and students will be familiar with the diversity and inclusion mission and vision statements</li> <li>• Disrespectful and discriminative acts will be responded to in a timely and appropriate manner</li> </ul>	<ul style="list-style-type: none"> <li>• Items – Faculty &amp; Staff Opinion Survey</li> <li>• Items – SUNY Orange Campus Climate Survey (Title IX)</li> </ul>
Goal 2 – SUNY Orange will continue to build a diverse and inclusive climate for all faculty, staff, students and our community.	<ul style="list-style-type: none"> <li>• Faculty, staff and students feel respected and included</li> <li>• Increased opportunities/organizations for involvement and engagement</li> <li>• Course syllabi will include a collaboratively developed diversity statement</li> <li>• Forms and formats of college communications needing modifications will be identified</li> <li>• Clear and transparent mechanism for students, faculty and staff to share concerns/suggestions will be developed and utilized for improvement efforts</li> </ul>	<ul style="list-style-type: none"> <li>• Items - Student [satisfaction and engagement] surveys such as Community College Survey for Student Engagement (CCSSE) and Student Opinion Survey (SOS)</li> <li>• Items – SUNY Orange Campus Climate Survey</li> <li>• Communications “audit”</li> <li>• Number of partnerships and collaborations documented</li> <li>• ADA inventory</li> <li>• Focus Groups of faculty, staff, and students</li> </ul>
Goal 3 – SUNY Orange will improve the accessibility, enrollment and retention of students from diverse or underserved backgrounds.	<ul style="list-style-type: none"> <li>• Continued trend in increased enrollment of URM students</li> <li>• Increases in rates of retention for URM students</li> <li>• Increases in number of applications from URM students</li> </ul>	<ul style="list-style-type: none"> <li>• Enrollment tracking</li> <li>• Retention rates</li> <li>• Admission yield</li> <li>• Recruitment/outreach numbers</li> </ul>
Goal 4 – SUNY Orange will continue to support instructional, educational and enrichment activities that infuse diversity and inclusion.	<ul style="list-style-type: none"> <li>• Appropriate and relevant trainings will be provided to faculty, staff and students</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum Mapping</li> <li>• Surveys – FS Opinion Survey, CCSSE, SOS, Campus Climate, etc.</li> </ul>
Goal 5 – SUNY Orange will increase and support the diversity and inclusiveness of our faculty and staff to better reflect our diverse student body as well as the community we serve.	<ul style="list-style-type: none"> <li>• Branding strategy will be developed to reflect and support recruitment of diverse employee base</li> <li>• Increases in URM of faculty and staff will be hired</li> </ul>	<ul style="list-style-type: none"> <li>• “Media Monitoring”</li> <li>• Application/hiring numbers</li> </ul>

## **IX. SUMMARY STATEMENT**

SUNY Orange strives to have a diverse and inclusive culture. Our commitment to this overarching goal traces paths through our vibrant student population, dedicated faculty and staff, and enthusiastic and supportive local community. This document brings together concerns and suggestions and provides a purposeful framework and associated strategies upon which we can act to move closer to our desired form.

In the planning of this document, the Diversity Task Force identified five main areas of attention and crafted a goal for each area. The first goal speaks to the support and guidance that will be provided by SUNY Orange administration and highlights the College's commitment to its implementation. Goal number two speaks to the College's overall environment inside and outside the classroom and clearly emphasizes the importance of nurturing an inclusive culture. The third goal addresses the importance of student accessibility and the enrollment and retention of students with diverse backgrounds and circumstances. The fourth goal of the plan focuses on educational curriculum and inclusive programming, both of which play a large role in the perceived diversity and inclusiveness of the college. The final goal tackles the issue of achieving and maintaining a faculty and staff population that is reflective of our student population and the population of the county. Representation is important and it is important for our students to see themselves reflected in our faculty and staff. All five goals are accompanied by suggested strategies that are achievable and measurable, and which balance current resource constraints with the long term health of the college.

This plan is intended to be a living document that evolves and adjusts based on the needs of our college and community. Within the next academic year the college will bring a Chief Diversity Officer (CDO) on board. A vital part of the main tasks of the CDO will be to evaluate the current culture of the college, review our progress, and re-evaluate the goals and strategies put forth in this plan. Official assessments at the one, three, and five year marks will ensure that this document stays current and that the College's goals and strategies do not stagnate.

Diversity and Inclusion are important for all members of the college community and we believe that this plan provides a framework for the college to further develop the open and inclusive environment for which we strive.

## **APPENDIX A – Feedback from students, faculty, and staff**

The following is a sampling of answers given by current SUNY Orange students, faculty, and staff in answer to the question “what does diversity mean to you?”

- Being more open-minded
- Acceptance of everything and allowing people to do what they like
- A different mix or variety
- We are all unique and should still be treated as equals
- Free expression
- Sharing beliefs in a comfortable and accepting environment
- Inclusion of all my peers and learning from everyone around me
- Learning from different cultures
- People of all shapes, sizes, colors, ethnicity, religion
- Including ideas, people, and things from varying and contrasting backgrounds
- Respects for others
- Biological, Cultural and Behavioral Differences among human beings
- Different people are included no matter race, religion, gender and sexuality
- Understanding that each individual is unique
- Varied perspectives welcomed and celebrated to better solve common problems
- Acknowledging and respecting different forms of human culture and identity
- All parties coming together
- Acceptance of and efforts to be inclusive and supportive of everyone, regardless of gender, sexual orientation, ethnicity, race, sexual orientation, age, socio-economic status, religion (or lack thereof), ability, etc.
- A wide range of cultures, colors and belief systems that is not just tolerated but specifically cultivated and celebrated.
- Recognizing and embracing the concept that listening to diverse voices enriches our lives and our College community.
- All living in harmony
- Providing everyone access: “Diversity is being asked to the party”
- An environment of variety
- Representation of various groups-racial, ethnic, gender-in any/all aspects of the College possible.
- There should be diversity of students, faculty, activities, courses and coursework.

## **APPENDIX B – Definitions and Terms**

Based on student, faculty, and staff responses, SUNY Orange defines “Diversity” as recognizing the uniqueness of all individuals, regardless of race, ethnicity, sex, veteran status, gender identity, sexual orientation, socio-economic status, age, ability, religious beliefs, political beliefs, and/or other ideologies or identities. Diversity includes honoring and respecting differences in a safe environment of learning and working together while embracing all students, faculty, and staff, in a positive and harmonious way.

“Inclusiveness” is embracing and including all members of the College community and promoting an atmosphere in which everyone is valued and honored regardless of differences. Inclusiveness promotes creating a culture of belonging for everyone at the College so that all members of the College community feel respected and appreciated.



## APPENDIX C – Current Demographic Data

This information is provided as a baseline set of data for use in assessment and evaluation of plan strategies and goals.

<b>Orange County Community College Demographic Profile as of Fall 2016</b>				
<b><u>Gender</u></b>	<b>Employees</b>		<b>Students*</b>	
	<b><u>Total #</u></b>	<b><u>% of</u></b>	<b><u>Total #</u></b>	<b><u>% of</u></b>
Male	552	42%	2,258	41%
Female	762	58%	3,286	59%
Did not report			1	0%
<b><i>Total</i></b>	1,314		5,545	
<b><u>Age</u></b>	<b><u>Total #</u></b>	<b><u>% of</u></b>	<b><u>Total #</u></b>	<b><u>% of</u></b>
0-19	19	1%	2,109	38%
20-34	253	19%	2,872	52%
35-64	826	63%	522	9%
65+	216	16%	42	1%
<b><i>Total</i></b>	1,314		5,545	
<i>* Student demographics include ONLY college students as of Freeze (Sept. 19, 2016)</i>				

	<b>Employees</b>	<b>Students</b>
	<b># of</b>	<b># of</b>
<b>Veterans Status</b>	32	297

**Orange County Community College Demographic Profile  
Fall 2016**

<u>Race/Ethnicity</u>	<u>Employees</u>		<u>Students*</u>		<u>Orange County</u>	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Hispanic/Latino	127	9.7%	1,659	29.9%	67,185	18.0%
Non-Hispanic/Latino	1,187	90.3%	3,886	70.1%	305,628	82.0%
American Indian or Alaska Native (non-Hispanic/Latino)	9	0.8%	14	0.3%	908	0.3%
Asian (non-Hispanic/Latino)	28	2.4%	145	2.6%	8,685	2.8%
Black or African American (non-Hispanic/Latino)	65	5.5%	706	12.7%	33,895	11.1%
Native Hawaiian or other Pacific Islander	1	0.1%	16	0.3%	80	0.0%
White	1,002	84.4%	2,833	51.1%	254,259	83.2%
Unknown	67	5.6%	29	0.5%	797	0.3%
Two or more races	15	1.3%	143	2.6%	7,004	2.3%

\* Student demographics include ONLY college students as of Freeze (September 19, 2016)

**Orange County Community College  
Completions/Number of Students Receiving Awards/Degrees, by Race/Ethnicity  
Data Source: IPEDS**

Year	Award Level	Grand Total	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or more races
2015		833	2	21	72	170	1	546	21
2014	Associate's degree	822	3	16	73	158	1	554	16
2013		765	4	22	50	131	0	547	11

## **APPENDIX D – Timeline of Diversity and Inclusion Plan Process**

April/May 2016 – SUNY System disseminates a system-wide mandate requiring the development of a Diversity & Inclusion Plan for each campus and the hiring of a Chief Diversity Officer.

May 2016 – The AVP of Human Resources and the Chair of the Task Force and faculty member attend a SUNY System Diversity Planning Conference in Albany.

June 2016 – President calls for the creation of a Diversity Task Force and requests volunteers. The Task Force is convened on June 16<sup>th</sup>.

June through August 2016 – Task Force meets on 6/16, 6/29, 7/19, 8/2, and 8/16. A framework and draft are created during these meetings.

June 2016 – The Task Force solicits feedback from students, faculty, and staff via an online survey; survey is advertised on social media and via campus internal communication channels.

June/July 2016 – The Task Force solicits feedback from students face-to-face during Board of Activities Events in the summer semester.

Aug 2016 – Task Force drafts goals and strategies based on feedback.

Sept 2016 – Task Force presents the plan draft to the President, the Vice Presidents, and the President's Cabinet.

Sept 2016 – Task Force presents plan draft to assembly and solicits feedback.

Sept 2016 – Task Force hosts diversity drop-ins to solicit feedback from students, faculty, and staff on both campuses regarding specific strategies outlined in the plan draft.

October 2016 – Update plan based on feedback; create Final D&I Plan Draft.

Oct 19 – Final Draft presented to Board of Trustees.

Nov 1 – Approved D&I Plan sent to SUNY system.

## APPENDIX E – Acknowledgements

The Diversity and Inclusion Plan was not created by just a few individuals. We appreciate the time and energy of those who supported the development of this plan. The support of the President and the value she placed on the Task Force, the plan, and its goals was integral to our progress. The Task Force also relied on the help of the College's Diversity Coordinator and the work done by the Committee for Institutional Diversity and Equity. Several groups of faculty, staff, and students took time over the summer break to answer surveys, attend focus groups, and respond to face-to-face queries.

For all of the help, suggestions, and feedback we received during this process, we would like to say, Thank You! We hope that this document reflects all of these efforts and helps SUNY Orange further develop a diverse and inclusive college culture.

The Diversity Task Force strove not to reinvent the wheel, but to stand on the shoulders of those who have previously implemented similar plans and to produce a document that best reflects our local college and community. The Task Force utilized several references during the creation of this document, reviewing plans from several other colleges, including; Southern Illinois University (Edwardsville Campus), University of Maryland, Lane Community College, Bucknell University, Gadsden State Community College, Southwest Tennessee Community College, Onondaga Community College, and UC Berkeley. Of the documents we reviewed, the plans from Onondaga CC and Gadsden State CC proved to be particularly helpful. SUNY Administration provided us with a *Campus Guide for Strategic Diversity and Inclusion Plan Development* and we reviewed *Committing to Equity and Inclusive Excellence*, a document prepared by the Association of American Colleges and Universities.

And finally, we would like to express our thanks to all of the students, faculty, and staff of SUNY Orange for their support of the Diversity & Inclusion Plan.