

MVCC 2022-2023 Annual 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.

2021-22 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. Strengthen monthly DEI celebration events throughout the year

STATUS: Complete. The Diversity Council increased some support for DEI celebrations. Many of Diversity Council Member are advisors for student clubs. MSA, BLSU, GSA, LGBTQ+ Workgroup, and WISE workgroup. Each of these clubs have been central in promoting various cultural awareness events and activities on campus. Student Life is already the best support in this regard.

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

STATUS: Ongoing. While individual clubs have managed to keep productive activities and events throughout the year, we were unable to revise Diversity Club or hold any joint events. A Diversity Council member did meet with Student Congress to discuss the possibility of having Student-led Diversity Dialogs starting in Fall 22. These Student Dialogs will be the focus for the coming year.

3. Partner with local colleges and community organizations to develop joint programming and other opportunities for collaboration.

STATUS: Incomplete. Initiated with Utica University.

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.

STATUS: Ongoing. Faculty Caucus has created a DEI Advisory Board that meets monthly to help guide faculty to build more equitable and inclusive materials and content into their curricula. Faculty Caucus has had success in bring in suggestions, but also making faculty more aware of the student perspective. This Fall Faculty Causes invited students to come to caucus to share their stories. It has had a significant impact of faculty growth mindset in matters of diversity, equity, and inclusion.

5. Coordinate at least one common book read across the College.

STATUS: Complete. In Fall 2021 the Guided Pathways Council and Diversity Council collaborated to facilitate a common read of “Grading for Equity: What It Is, Why It Matters, and How It Can Transform Schools and Classrooms. The book received a wide range of views, which sparked insightful discussion about grading and how the way we grade can impact student learning outcomes and overall student success.

6. The Diversity Council collaborated with Chief Diversity Officer to compile information based on questions from the **MVCC Equity Assessment Framework in Fall 2021.**

STATUS: Complete. The Diversity Council was the first see the Framework, make suggestions, and give comments. This input formed the bases for the content of the assessment. The MVCC DEI Framework has gone through all levels of MVCC governance and the Board of Trustees.

I. DEI ANNUAL GOALS 2022-23

1. Offer more transparent support for major DEI events on campus
2. Increase and support student-led Diversity Dialogs/Discussions
 - a. Diversity Themes
 - i. Current events that impact our students
 - ii. Topics that are particular to our campus community.
3. Coordinate at least one common book read across the College in collaboration with the Guided Pathways Council.
4. Assist HR in refining equitable best practices and procedures
 - a. Review HR hiring/screening committee guide
 - b. Research and provide recommendations of effective DEI recruitment websites and sources to increase our diverse applicant pool
 - c. Review interview questions and make recommendations include interview questions that HR provides to supervisors/screening committee members.
 - i. Recommend 2-3 DEI questions.
 - d. Start to review job descriptions and make recommendations to ensure they are inclusive and unbiased.
5. Establish a process (procedure) for students and employees to report incidents of bias and create a tool that can track these incidents.