

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>“Opportunity” 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>“Success” 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>“Impact” 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>

These are the strategies proposed and approved for ACTC:

Opportunity:

- #1 - Provide online orientation and college viewbooks in Spanish for students who would prefer that service.
- #2 - Implement focus group with willing current Hispanic students to seek their feedback in what would make ACTC more inviting.
- #3 - Director of Cultural Diversity will meet with all students in the ESL adult learning program to discuss future options at ACTC.
- #4 - Enhance relationship with the Pastor at House of Grace Church (Spanish Speaking church in the area) in attempt to grow knowledge of Hispanic culture and recruit prospective students.
- #5 - Provide a presentation/luncheon at specific high schools primarily for African-American students to discuss opportunities and culture at ACTC.
- #6 - Implement a student recruitment program in which volunteers are sought from the current student body to assist in building relationships with prospective students.
- #7 - Implement a Super Someday Series which includes a college camp for elementary students, an event centered on middle school students, the Ashland Regional College Fair, and community dialogues (partnering with NAACP).
- #8 - Partner with NAACP with the Senior Salute program held at ACTC to recognize URM graduating seniors.
- #9 - Mail scholarship opportunities, such as the J.T. Smith Scholarship, to upcoming graduating students and follow-up by phone call, text message, or email to discuss opportunities.
- #10 - Promote the Veteran Center and our student group affiliation, Student Veterans of America, to prospective veterans.
- #11 - Attend and promote ACTC at the Northeast Kentucky Veterans Advisory Council Expo.

Success:

- #12 - SSES advisors will place more focus on utilizing Starfish to track URM students who are at risk, and will reach out to them utilizing appreciative advising to help determine what the student is struggling with and make appropriate suggestions to help facilitate student success.
- #13 - The Director of Cultural Diversity will utilize a case management approach and communicate with URM students at least two to three times per semester to assist or respond to any concerns, including reminders of important dates, academic services, and upcoming activities.
- #14 - At events offered through our Cultural Diversity program, as well as other various campus events, student attendance will be tracked.
- #15 - Students who attend events related to diversity and cultural competency will be surveyed to gauge how the event impacted them and their experience at ACTC as well as suggestions for what could be done in the future to make the events better.
- #16 - The data collected within the surveys will be maintained within an electronic database in order

to determine the retention and graduation rates for these students.

#17 - Implement a student focus group for URMs to discuss how the environment at ACTC can be adjusted so there is more interest in participating in activities and services at ACTC.

#18 - Assuring high quality standards for gateway general education and technical programs courses through faculty training in the use and implementation of the standards promulgated by Quality Matters.

#19 - Developing individualized support services for the eLearner as provided in the eLearning Centers that will be created on College Drive and Technology Drive campuses.

Diversity Plan Report for Ashland Community and Technical College

Strategies of Ashland Community and Technical College

These are the strategies proposed and approved for ACTC:

Success, continued:

#20 - Increase the number of courses that include active and collaborative learning activities in the classroom.

#21 - Provide faculty training on incorporating active and collaborative learning opportunities in the classroom.

Impact

#22 - Provide culturally diverse educational information/sessions at the annual All College Meeting and Staff Professional Development Conference.

#23 - Provide opportunities for culturally diverse learning, such as speakers, using the Diversity Committee to plan and Coordinate activities for students, faculty, staff, and the community.

#24 - Encourage faculty members to include culturally diverse themes in existing curriculum.

#25 - Conduct a series of two question surveys to assess environment.

#26 - Conduct two student focus groups per year to discuss climate.

#27 - Charge the Campus Environment Team with the ability to address any issues noted in the survey.

#28 - Utilize nationally recognized educational publications and diverse publications, including the Chronicle for Higher Education, Indeed, the American Baptist Newspaper, and the Louisville Defender, to assist in recruiting for faculty and executive management vacancies.

#29 - Include cultural competency in search committee training.

#30 - Include culturally diverse employees on search committees.

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 - Provide online orientation and college viewbooks in Spanish for students who would prefer that service.

*** 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.

#2 - Implement focus group with willing current Hispanic students to seek their feedback in what would make ACTC more inviting.

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

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#3 - Director of Cultural Diversity will meet with all students in the ESL adult learning program to discuss future options at ACTC.

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

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Diversity Plan Report for Ashland Community and Technical College

Diversity Strategy #4

#4 - Enhance relationship with the Pastor at House of Grace Church (Spanish Speaking church in the area) in attempt to grow knowledge of Hispanic culture and recruit prospective students.

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

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Diversity Plan Report for Ashland Community and Technical College

#5 - Provide a presentation/luncheon at specific high schools primarily for African-American students to discuss opportunities and culture at ACTC.

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

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Diversity Plan Report for Ashland Community and Technical College

#6 - Implement a student recruitment program in which volunteers are sought from the current student body to assist in building relationships with prospective students.

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

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Diversity Plan Report for Ashland Community and Technical College

Diversity Strategy #7

#7 - Implement a Super Someday Series which includes a college camp for elementary students, an event centered on middle school students, the Ashland Regional College Fair, and community dialogues (partnering with NAACP).

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

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#8 - Partner with NAACP with the Senior Salute program held at ACTC to recognize URM graduating seniors.

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Diversity Plan Report for Ashland Community and Technical College

#9 - Mail scholarship opportunities, such as the J.T. Smith Scholarship, to upcoming graduating students and follow-up by phone call, text message, or email to discuss opportunities.

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

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*** 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 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.)?

Diversity Plan Report for Ashland Community and Technical College

Diversity Strategy #10

#10 - Promote the Veteran Center and our student group affiliation, Student Veterans of America, to prospective veterans.

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

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

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Diversity Plan Report for Ashland Community and Technical College

Diversity Strategy #11

#11 - Attend and promote ACTC at the Northeast Kentucky Veterans Advisory Council Expo.

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

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*** 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 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.)?

#12 - SSES advisors will place more focus on utilizing Starfish to track URM students who are at risk, and will reach out to them utilizing appreciative advising to help determine what the student is struggling with and make appropriate suggestions to help facilitate student success.

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

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#13 - The Director of Cultural Diversity will utilize a case management approach and communicate with URM students at least two to three times per semester to assist or respond to any concerns, including reminders of important dates, academic

services, and upcoming activities.

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Diversity Plan Report for Ashland Community and Technical College

Diversity Strategy #14

#14 - At events offered through our Cultural Diversity program, as well as other various campus events, student attendance will be tracked.

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

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Diversity Plan Report for Ashland Community and Technical College

Diversity Strategy #15

#15 - Students who attend events related to diversity and cultural competency will be surveyed to gauge how the event impacted them and their experience at ACTC as well as suggestions for what could be done in the future to make the events better.

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

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Diversity Plan Report for Ashland Community and Technical College

Diversity Strategy #16

#16 - The data collected within the surveys will be maintained

within an electronic database in order to determine the retention and graduation rates for these students.

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

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Diversity Strategy #17

#17 - Implement a student focus group for URMs to discuss how the environment at ACTC can be adjusted so there is more interest in participating in activities and services at ACTC.

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

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Diversity Strategy #18

#18 - Assuring high quality standards for gateway general education and technical programs courses through faculty training in the use and implementation of the standards promulgated by Quality Matters.

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

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#19 - Developing individualized support services for the eLearner as provided in the eLearning Centers that will be created on College Drive and Technology Drive campuses.

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#20 - Increase the number of courses that include active and collaborative learning activities in the classroom.

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Diversity Strategy #21

#21 - Provide faculty training on incorporating active and collaborative learning opportunities in the classroom.

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67. 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 Plan Report for Ashland Community and Technical College

Diversity Strategy #22

#22 - Provide culturally diverse educational information/sessions at the annual All College Meeting and Staff Professional Development Conference.

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

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Diversity Strategy #23

#23 - Provide opportunities for culturally diverse learning, such as speakers, using the Diversity Committee to plan and Coordinate activities for students, faculty, staff, and the community.

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

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Diversity Plan Report for Ashland Community and Technical College

Diversity Strategy #24

#24 - Encourage faculty members to include culturally diverse themes in existing curriculum.

* 74. **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.

*** 75. 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.

*** 76. 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 Plan Report for Ashland Community and Technical College

Diversity Strategy #25

#25 - Conduct a series of two question surveys to assess environment.

*** 77. 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.

*** 78. 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.

*** 79. 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 Plan Report for Ashland Community and Technical College

Diversity Strategy #26

#26 - Conduct two student focus groups per year to discuss climate.

* **80. 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.

* **81. 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.

* **82. 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 Plan Report for Ashland Community and Technical College

Diversity Strategy #27

#27 - Charge the Campus Environment Team with the ability to address any issues noted in the survey.

* **83. 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.

*** 84. 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.

*** 85. 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 Plan Report for Ashland Community and Technical College

Diversity Strategy #28

#28 - Utilize nationally recognized educational publications and diverse publications, including the Chronicle for Higher Education, Indeed, the American Baptist Newspaper, and the Louisville Defender, to assist in recruiting for faculty and executive management vacancies.

*** 86. 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.

*** 87. 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.

*** 88. 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 - Include cultural competency in search committee training.

*** 89. 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.

*** 90. 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.

*** 91. 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 - Include culturally diverse employees on search committees.

*** 92. 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.

93. 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.)?

*** 94. 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.

*** 95. 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 Plan Report for Ashland Community and Technical College

Review for Submission

* 96. 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

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

Select the file(s) you wish to upload.

Choose File

No file chosen