

Blue Ridge Community College
2007-2010 Diversity Plan



Prepared by the Blue Ridge Community College
Diversity Committee

September 21, 2007

Blue Ridge Community College
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Flat Rock, North Carolina 28731
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Blue Ridge Community College Diversity Committee Members

Diversity Committee members were appointed by the President to serve as the ad hoc committee to guide the process of revising the 2001-2004 Blue Ridge Community College Diversity Plan. Members of the committee are as follows:

Gary Rivers (Chair), Director, Minority Services/ Programs Specialist/Athletic Director
Matt Matteson, Director of Planning, Research and Institutional Effectiveness
Leanne Ruff, Faculty, Business and Office Systems Technology
Maria Whitson, Director of Human Resources
Lisa Hill Coordinator, Recruiting and Student Activities
Jan Shook, Disabilities Services Coordinator
Rick Marshall Director, Basic Skills Program
Jeff Kowalak WIA Case manager – JobLink Career Center
Nancy Bulow, Faculty Coordinator, English for Speakers of Other languages, and Spanish

Purpose of the Diversity Committee

The purpose of the Diversity Committee is to promote awareness and understanding of the importance of diversity. Committee members will serve as role models for tolerance, inclusion and open-mindedness. The Committee will serve as the central resource for College and community diversity activities when charged to do so. The committee will review and revise components of the Diversity Plan every two years.

Blue Ridge Community College Vision Statement

Blue Ridge Community College will continue to provide programs of excellence in academics and training that foster economic vitality to all members of our community. Our College will lead by example with our partners in business, industry, technology and education to improve the quality of life for the people we serve by:

- Promoting instructional excellence in all program areas
- Serving the lifelong learning needs of all citizens
- Expanding and enhancing programs to meet the evolving needs of our workforce
- Strengthening partnerships to advance the mission of the College
- Enhancing customer service to all who come our way
- Increasing the retention and success of our students
- Increasing community awareness of the programs of the College
- Infusing appropriate technologies for problem solving and enhanced program delivery
- Developing a multi-culturally competent citizenry
- Developing responsive and effective education programs

Blue Ridge Community College Values Statement

At Blue Ridge Community College we value excellence in teaching, training, and student-centered learning.

We open our doors to all who seek knowledge and a better life through academic growth and development.

We believe that our faculty, staff, and administration should conduct themselves with the highest integrity in the classroom and beyond.

We will be candid and supportive with our students in the assessment of their skills and their progress on the journey towards knowledge.

We will be responsive to the changing needs of our community by providing targeted programming that improves the skills, knowledge, and economic progress of our workforce.

We will be the champion of innovation, ever vigilant for opportunities to improve the delivery and quality of instruction through changes in technology and educational research.

Blue Ridge Community College Mission Statement

Our mission...enriching the lives of those within our reach through education, training and cultural activities.

Equal Opportunity

Blue Ridge Community College is an equal opportunity institution, which makes no distinction in the admission of students or in any activities on the basis of race, color, religion, gender, national origin, physical or mental disability, or sexual orientation.

Diversity in the North Carolina Community College System

The College's Diversity Plan follows the statement of diversity contained in the North Carolina State Board of Community College's Plan, which is stated as follows:

“As ethnic and cultural diversity grows in North Carolina, community colleges must develop an environment to foster tolerance and acceptance of language culture and lifestyle differences.”

Supporting this statement, the North Carolina Community College System's 2007-2009 Strategic Plan (adopted by the State Board of Community Colleges, May 2006), included a stated goal to increase participation for underserved segments of the population.

General Statement of Diversity at Blue Ridge Community College

Blue Ridge Community College (BRCC) is committed to enhancing diversity in its programs, activities, and events. The College acknowledges and values cultural, gender, racial, and ethnic diversity, and strives to create a climate in which the needs of individuals of different cultures and backgrounds are recognized, understood, appreciated, and embraced. Realizing that education is society's great equalizer, Blue Ridge Community College is dedicated to providing equal opportunity access to quality programs for all individuals of eligible age within its service area. Through the dissemination of information at all levels, the College strives to create an atmosphere of understanding that promotes and nurtures the educational process for all people in Henderson County and Transylvania County.

Statement of Philosophy

The BRCC Diversity Committee feels that cultural and ethnic diversity matters to every single one of us. Whether it's through education, employment, social or personal growth, culture diversity should be part of our daily role. When a group or segment of our population is excluded or oppressed, all of us are denied. For our institutions, businesses, and communities to not only survive, but to thrive, each of us needs to be aware and sensitive to all members of the community. Our communities are rich with resources. When all segments are recognized, respected, and utilized, it benefits everyone involved.

Student Demographic Information

Figures released by the U.S. Census Office for the year 2006 shows the population of the College's service area (Henderson and Transylvania Counties) to be 129,819.

Population Demographic of Henderson and Transylvania Counties

Category	Henderson County	Transylvania County	Henderson County % of Total	Transylvania County % of Total
White	87,729	27,476	87.7	93.3
African-American	3,374	1,235	3.2	4.2
Native American	135	111	1.3	0.4
Hispanic	7,720	298	7.7	1.0
Others	1,081	660	1.1	1.1
Total	100,039	29,780	100%	100%

BRCC Curriculum Student Enrollment Summary for Fall Semester 2006

Group	Fall Semester 2006		Fall Semester 2007	
	Number of Students	Percent of Total	Number of Students	Percent of Total
White	1,934	88.9%	1,698	87.3%
African-American	111	5.1	95	4.9
Native American	7	0.3	11	0.5
Hispanic	90	4.1	99	5.1
Asian American	13	0.6	17	.9
Others	22	1.0	25	1.3
Total	2,177	100.0%	1,945	100.0%

BRCC Employee Demographic Information

Full-time Faculty by Gender and Race/Ethnicity (As of November 1, 2006)			
	Men	Women	(Men & Women)
Nonresident Alien	0	0	0
Black, non-Hispanic	0	2	2
American Indian/Alaska Native	0	0	0
Asian/Pacific Islander	0	1	1
Hispanic	1	1	2
White, non-Hispanic	34	39	73
Race/ethnicity unknown	0	0	0
Total	35	43	78
Total from Fall 2005	38	37	75

All Staff by Employment Status, Gender, and Race/Ethnicity
(As of November 1, 2006)

Gender and Race/ethnicity	Full-time Men	Full-time Women	Part-time Men	Part-time Women	Total Men	Total Women	All Employees	%
Black, Non-Hispanic American Indian/Alaska	1	3	3	2	3	5	8	1.9%
Asian/Pacific Islander	0	1	0	2	0	3	3	.7
Hispanic	1	1	5	0	6	1	7	1.6
White, non-Hispanic	74	94	132	113	206	207	413	95.4
Race Unknown	0	0	1	0	1	0	1	.2
Total	76	99	142	117	217	216	433	100%
<i>Total from Fall 2005</i>	<i>79</i>	<i>91</i>	<i>136</i>	<i>115</i>	<i>215</i>	<i>206</i>	<i>421</i>	

Equal Opportunity Statement

The following Equal Opportunity Statement appears on all vacancy announcements for Blue Ridge Community College:

“BRCC is an affirmative action/equal opportunity employer and values cultural, gender, racial and ethnic diversity. Minorities, women, and persons with disabilities are encouraged to apply.”

BRCC Policies and Procedures Manual Procedure Section No. 2.24.1 regarding Equal Access and Equal Opportunity states:

The Human Resources Director will maintain census data at all times regarding the distribution of employees and will, in conjunction with the Dean for Administrative Services, supervise the aspects of the personnel function at the College to determine if there is any evidence of discrimination against protected groups.

The Dean for Administrative Services will work with any government agency in the investigation of any complaints or the implementation of equal opportunity procedures. Employees or students who wish to register complaints in regard to equal opportunity issues should contact the Dean for Administrative Services for advice and assistance on how to pursue these issues. All printed material and marketing efforts paid for with state or federal monies should carry the phrase “Equal Opportunity College.”

BRCC Programs to Serve Students of other Cultures

Blue Ridge Community College's Continuing Education Department offers the English for Speakers of Other Languages (ESOL) program. The department delivers instruction in learning the English language to more than 500 students each year. The program promotes knowledge and skills to prepare newcomers to Henderson and Transylvania counties for jobs in the by teaching them reading, writing, listening, speaking, and grammar skills. ESOL student demographics are as follows: 96% Hispanic students, 1% Asian students, and 3% European students.

In 2006, the BRCC Diversity Committee, with members appointed by the President, began work to review and update the College's 2001-2004 Diversity Plan.

The Continuing Education Department initiated Latino College Day in 2007 in response to requests of Latino high school students in Henderson County that want to attend college. The program was well received.

In 2007, the Minority Services office will initiate African-American Campus Day to ensure that the educational needs of the African-American Community are addressed in a meaningful way.

In 2007, the Continuing Education Department's Community Enrichment Division will develop a multi-cultural music festival at its Flat Rock Campus to illuminate the richness of other cultures through music.

In 2008, the Minority Services office will look into the possibility of establishing a Male mentoring effort on the Blue Ridge Community College Flat Rock Campus for the male African- American population.

In 2007, the Continuing Education Department will continue to collaborate with the Latino Advocacy Coalition to strengthen partnerships with Henderson County's foreign language families to develop language skills and provide other educational opportunities. The Latino Advocacy Coalition started on the campus of Blue Ridge Community College in 1999 as an informal group of service providers who wanted to learn more about the Latino Community and to share information and resources. It continued to grow and eventually became a formal organization in 2002.

In 2007, the College's Institutional Research Committee revised its general college employee survey questionnaire. Two new questions were added that address diversity. They are as follows:

- 1) "I am personally at ease with people of diverse backgrounds, abilities, and lifestyles (agree, disagree, etc.) and,
- 2) "I feel that people respect my cultural and ethnic background and treat me fairly at BRCC."

The survey is scheduled to be administered in October of 2007.

Spanish – Occupational Education

BRCC's Spanish program meets the needs of the community by offering specialty Spanish courses and a systematic 12-level Spanish program. Occupational Spanish courses include:

- Spanish for Educators
- Spanish for Law Enforcement Personnel
- Spanish for Firefighters and EMS Personnel
- Spanish for Librarians
- Workplace Spanish for Healthcare
- Workplace Spanish for Customer Service
- 12-course Spanish Program
- 4-level Advanced Spanish Conversation Program

Other Diversity Activities

Blue Ridge Community College offers several curriculum courses that encourage diversity awareness. These courses fall within several areas including, but not limited to American Sign Language courses, foreign language courses (French, Spanish, and German), business courses, humanities courses, history courses, and interpreter education courses. Many of these courses are required for particular degrees, or as electives for degrees or transfer programs (see the appendix for a full list of courses currently available at the college).

Diversity Goals for 2007-2010

The following are six goals for the three year planning period beginning July 2007:

Goal No. 1: Serve all students by providing a positive learning environment.

This can be achieved by:

- 1) Hiring more diverse candidates to the BRCC faculty, staff and support staff;
- 2) Examining the diversity impact of the programs and courses offered at BRCC;
- 3) Incorporating a diversity/sensitivity component in all ACA 115 classes; and
- 4) Providing diversity and sensitivity training via in-service to all faculty and staff.

Goal No. 2: Provide professional development in the areas of cultural and ethnic diversity and sensitivity training to all BRCC faculty and staff.

This will be achieved by:

- 1) Beginning "in-service" training sessions for employees and holding an annual Campus Information Sessions presentation on diversity; and
- 2) Providing Spanish language classes for faculty and staff

Goal No. 3: Recruit and retain a student population, faculty and staff which reflects the broad ethnicity of the county and service area.

This will be achieved by:

- 1) Increasing student recruitment visits at local high schools;
- 2) Establishing “College Nights” on campus and at other locations in the local community;
- 3) Working with the local Boys & Girls Club and the YMCA;
- 4) Utilize the full potential of the BRCC STAR Center and Retention committee efforts
- 5) Visiting historically black colleges in the state and recruiting potential minority faculty or staff candidates from these institutions;
- 6) Recruiting minority candidates for positions at BRCC by advertising in targeted markets; and
- 7) Establishing an African-American male mentoring program at BRCC which will be funded by the state or by other grant sources

Goal No. 4: Increase community awareness of the College’s programs and activities and strengthen partnerships and involvement between the College and the local ethnic communities in our service area.

This can be achieved by:

- 1) Establishing minority scholarships through local funds (via Human Relations Council and the Martin Luther King Jr. Day Unity Breakfast);
- 2) Consider reestablishing and reorganizing the annual Friendship Heritage Day Festival now hosted by BRCC;
- 3) Increasing the number of cultural events taking place on campus (e.g., Music by the Lake and Global Education Committee activities and events);
- 4) Exploring ways to better serve all our ethnic communities in Henderson and Transylvania Counties; and
- 5) Working more closely with the Henderson County Latino Advocacy Coalition and similar Latino organizations in Transylvania County

Goal No. 5: Enhance institutional effectiveness at Blue Ridge Community College.

This shall be achieved by:

- 1) Developing meaningful and measurable goals and objectives that are relevant to diversity and cultural awareness in for each respective Mid-level Unit contained in the College’s annual Institutional Effectiveness Plan;
- 2) Reviewing and updating bi-annually the College’s Diversity Plan; and
- 3) Converting the existing ad hoc Diversity Committee to a standing committee with specific duties and responsibilities

Goal No. 6: Provide disability training and information to the college community and ensure that students with disabilities are always welcome at BRCC.

This shall be achieved by:

- 1) Removing barriers to students with disabilities including classroom, labs, and distance learning.
- 2) Creating improved awareness and skills of our faculty and staff about disability issues.
- 3) Providing improved Web site accessibility.
- 4) Continuing to be a model institution for all students with disabilities.

Implementation

The goals listed above are the recommendations of the Diversity Committee. They should be considered in decision-making by every individual or group at the College including the Student Government Association, the Faculty Council, senior management, and the College's Board of Trustees. Implementation of the recommend actions should be responsibility of each individual or group. The Diversity Committee encourages the goals and action items to be reflected in the College's objectives in ensuing Institutional Effectiveness Plans and other documents, reports and publications.

APPENDIX

The following are curriculum courses offered at Blue Ridge Community College which have a diversity focus or diversity component:

American Sign Language

Course Number	Course Name	Course Number	Course Name
ASL 111	Elementary ASL I	ASL 112	Elementary ASL II
ASL 181	ASL Lab I	ASL 182	ASL Lab 2
ASL 211	Intermediate ASL I	ASL 212	Intermediate ASL II
ASL 281	ASL Lab 3	ASL 282	ASL Lab 4

Business

Course Number	Course Name	Course Number	Course Name
BUS 261	Diversity in Management		

French

Course Number	Course Name	Course Number	Course Name
FRE 110	Introduction to French	FRE 111	Elementary French I
FRE 112	Elementary French II	FRE 141	Culture and Civilization
FRE 151	Francophone Literature	FRE 161	Cultural Immersion
FRE 181	French Lab I	FRE 182	French Lab 2
FRE 211	Intermediate French I	FRE 221	French Conversation
FRE 231	Reading & Composition	FRE 281	French Lab 3
FRE 282	French Lab 4		

German

Course Number	Course Name	Course Number	Course Name
GER 110	Introduction to German	GER 111	Elementary German I
GER 112	Elementary German II	GER 181	German Lab I
GER 182	German Lab 2	GER 211	Intermediate German I
GER 212	Intermediate German II	GER 281	German Lab 3
GER 282	German Lab 4		

History

Course Number	Course Name	Course Number	Course Name
HIS 111	World Civilizations I	HIS 112	World Civilizations II
HIS 131	American History I	HIS 132	American History II
HIS 151	Hispanic Civilization	HIS 162	Women in History
HIS 221	African-American History	HIS 227	Native American Hist.
HIS 233	History of Appalachia	HIS 234	Cherokee History

Humanities

Course Number	Course Name	Course Number	Course Name
HUM 123	Appalachian Culture	HUM 123	Appalachian Culture

Interpreter Education

Course Number	Course Name	Course Number	Course Name
IPP 111	Intro to Interpretation	IPP 112	Comparative Cultures
IPP 113	Orientation to Deafness	IPP 150	Linguistics of ASL
IPP 151	ASL Numbers & Fingerspell	IPP 151	ASL/English Translation
IPP 161	Consecutive Interpreting	IPP 193	Selected Topics In Interpreter Ed
IPP 221	Simultaneous Interpret I	IPP 224	ASL to English Interpret
IPP 240	Ethical Standards & Practices	IPP 243	Religious Interpreting
IPP 248	Educational Interpreting Issues		

Spanish

Course Number	Course Name	Course Number	Course Name
SPA 110	Introduction to Spanish	SPA 111	Elementary Spanish I
SPA 112	Elementary Spanish II	SPA 120	Spanish for the Workplace
SPA 141	Culture and Civilization	SPA 161	Cultural Immersion
SPA 181	Spanish Lab 1	SPA 182	Spanish Lab 2
SPA 211	Intermediate Spanish I	SPA 212	Intermediate Spanish II
SPA 215	Spanish Phonetics/Structure	SPA 221	Spanish Conversation
SPA 231	Reading and Composition	SPA 281	Spanish Lab 3
SPA 282	Spanish Lab 4		

Spanish Interpreting

Course Number	Course Name	Course Number	Course Name
SPI 113	Intro. To Spanish Inter.	SPI 114	Analytical Skills Spanish Inter.
SPI 213	Review of Grammar	SPI 214	Introduction to Translation