

College Action Project Worksheet for CAP Projects – October 15, 2015

Revised Draft

CAP: CAP# 1.1.3: *Implement projects related to campus climate study to foster an inclusive, welcoming college.*

Champions: Chris Arnold, Eric Williams

1. CAP Team Members (name/department):

- | | |
|-----------------------|---------------------------|
| a. Eric Williams | Equity Affairs |
| b. Chris Arnold | Diversity Learning Center |
| c. Sophia Brewer | Library |
| d. John Van Elst | Workforce Training |
| e. Emily Nisley | Advising and Counseling |
| f. Nikki Banks | Criminal Justice |
| g. Sarah Rose | Advising and Counseling |
| h. Tamber Bustance | Diversity Learning Center |
| i. Mursalata Muhammad | English Department |
| j. Jessica Berens | Human Resources |

2. Describe the **purpose** of this project including a description of the associated activities. (100 words or fewer)

The purpose of this CAP is to take advantage of the opportunities revealed by the Campus Climate Study by assessing, promoting and encouraging Diversity and Inclusion at GRCC. The ultimate intent of this Action Project is to ensure that all staff, faculty and students at GRCC have a common understanding of what inclusion means.

- *An assessment of current professional development opportunities on Campus.*
- *Investigating, planning and implementing new and inventive ways to address Diversity and Inclusion issues on campus.*
- *Raising awareness about the importance of Diversity and Inclusion on the Campus.*

3. Describe the **goals** of this Action Project (in 100 words or fewer) **(Wildly important goals)**

The intended goals for this action project are as followed:

- *Respond to the results of the Campus Climate Survey.*
- *Investigate, plan and implement new and inventive ways to address Diversity and Inclusion issues on campus.*

- *Create an environment where staff, faculty and students at GRCC understand and appreciate diversity and inclusion.*
- *Establish a baseline of skills to help the GRCC Community better assist **all** students as they pursue their academic goals.*
- *Raise awareness about the importance of Diversity and Inclusion on the Campus.*

4. What **measurable criteria** will be used to determine this project's success? (Lead measures)

- *An inventory of all current diversity and inclusion trainings across the Campus including an estimation of current participation.*
- *Established list of recommended diversity and inclusion professional development competencies.*
- *Increased number of diversity and inclusion trainings, activities and efforts offered on Campus based on survey results.*
- *Increased awareness of diversity and inclusion trainings, activities and efforts on Campus.*

5. Please provide the **results of your lead measures** to date (either tables or charts) (Compelling scoreboard)

New CAP. No results to report to date.

6. What **Indicators of Success** will this project most likely impact? Please indicate whether the project will directly or indirectly impact the measure.

The Indicators of Success mostly likely impacted by this project includes:

Strategy 1.3 Student Support -- Directly

- *Improve support services to instill in students the skills necessary to be effective learners, citizens and individuals -*

How: When faculty and staff model and value diversity and inclusion students are more likely to feel welcomed and they are more likely to value others.

Student engagement benchmarks (CCSSE) / Retention rate (fall to fall for first time, degree-seeking students) -- Indirectly

How: When faculty and staff model and value diversity and inclusion students are more likely to become engaged, enjoy and complete their education.

Student satisfaction of GRCC experience after transfer as measured by a survey -- Directly

How: The Campus Climate Survey measured perceptions, attitudes and experiences of staff and students on campus. This project is designed to address some the concerns revealed in the survey so by addressing these concerns this project directly affect Student Satisfaction.

7. What **personnel resources** will be required to deliver the project successfully?

This action project will require personnel resources from the Office of Equity Affairs and the DLC. The CAP Team will also be very involved in accomplishing these goals.

8. What **additional resources** will be required to develop and/or sustain the project?

Category	Cost	Explanation (one time or recurring)	Which budget will cover these costs?

9. Will this project require any **additional budget dollars** for the 2015-2016 academic year that have not already been secured? X NO Yes

10. Provide a 12-month work plan for this project:

Month	Activity	Person Responsible
July, 2015		
August, 2015	Confirm team members and hold first team meeting.	Eric
September, 2015	Take inventory of diversity training opportunities are College or department sponsored.	Team
October, 2015	Benchmark/research other institutions on internal programs that seek to increase staff competency on issues related to inclusion.	Team
November, 2015	Research other institutions on internal programs that seek to increase staff competency on issues related to inclusion.	

	Finalize list of all College sponsored learning opportunities.	
December, 2015	Gather from benchmarking a base from which to understand how additional training may impact how staff engage with students from diverse backgrounds.	
January, 2016	Continue work from benchmarking study. Explore with various employee groups on how to include diversity training as options for professional development.	
February, 2016	Develop working definitions on inclusion, diversity and equity that can be used to inform campus members with a common language. Begin working on workshops that can be held for faculty, staff and students on the above definitions.	
March, 2016	Complete development of workshops and set dates to offer on campus in April-June.	DLC
April, 2016	Create learning resource guide for training opportunities on campus and beyond for faculty and staff. Offer learning workshops on campus	
May, 2016	Offer learning workshops on campus	
June, 2016	Offer learning workshops on campus	
July, 2016		

11. When will your Team meet? Please provide **Team meeting dates** for August 2015 to June 2016
(Create a Cadence of Accountability)

The 1.1.3 CAP Team will meet monthly after the SLT meetings.