SUNY GCC
Genesee Community College

Diversity, Equity & Inclusiveness Plan
2016 -2020
November 1, 2016
I. Introduction

A. Mission, Vision and Priorities

Our Vision: Genesee Community College will be the center of educational excellence and innovation; empowering individuals, organizations and communities to meet the demands of a changing world.

Our Mission: Dedicated to meeting the changing needs of individuals and the community, Genesee Community College, a public, open-admission, student-centered college, commits to providing educational experiences which promote intellectual and social growth, workforce and economic development, and global citizenship.

Our Strategic Priorities

- Student Readiness and Access
- Student Success and Completion
- Faculty and Staff Success
- Economic Development and Impact
- College Culture
- Sustainability

B. History

GCC Diversity Council

Joanna Barefoot, a SUNY Chancellor’s Award-winning former member of the Student Activities team, had a dream of creating an office for “Diversity/Inclusion/Multiculturalism – as a resource center, and a place that centralizes all diversity and cultural initiatives here at the college”. Joanna’s focus for her master’s degree was diversity, and she devoted countless hours working to promote diversity, equity and inclusion at GCC. She helped bring the first GCC Diversity Council to life in 2011 and, following Joanna’s departure from GCC, there was a brief gap in activity of the group until it was re-formed in the Fall Semester 2015.

There are still a number of faculty, staff and students who face equity and diversity challenges on a variety of fronts and who wish to create structure and receive support in order to strengthen their efforts and contribute to GCC’s retention and completion rates, to increase enrollment, and to uphold its reputation in the region. With this, and given the recent mandates from SUNY, the new focus on retention and completion, and a changing population, the GCC administration must seriously consider a mechanism to manage diversity and inclusivity issues in our campus community.
The current Diversity Council Membership includes:

- Cliff Scutella is the Director of Student Activities
- Kate Klaiber is Associate Professor of ESL and English
- Kristen Mruk, Assistant Director of Student Activities
- Warren Skye, Outreach Specialist
- Candice Vacin, Associate Professor of Psychology
- Lina LaMattina, Director of Business Programs
- Jodi Harvey, Director of Humanities and Human Services
- Nicki Lerczak, Associate Professor/Instructional Services Librarian
- Kathy Pyzik, Student Activities Associate

In addition to these members, the Diversity Council maintains an “open door” policy. Other contributors to the council in 2015 included students Arion Bashir, Kah Chan, Gina Buda, Mackenzie Marinaccio, Jorguino Savio, Amanda Starczewski, Yu Shimizu, Katelyn Trowse, Hailey Rizzo, and especially Jessica Rush, a recent graduate who helped form a separate student group dedicated to inclusivity. Faculty and staff contributors were: Ron Smith, Sociology/Diversity and Inclusion Club Advisor; Christie McGee-Ross, Athletics; Jennifer Sisbarro, Music; Jeannie Burdick, Counseling; Karen Huffman-Kelly, Biology; Michael Gosselin, English/African-American Student Union; Toni Boyd, English and African-American Student Union; Ellen Brokaw, College Village (student housing); Mary-Clare Stokes, College Village; and Michael von Schiller, Athletics.

**Diversity Council Process**

The Diversity Council was the outgrowth of a realization that college community members cannot individually provide the support needed to build a strong inclusive environment and that the institution must take an active role in fostering the quality of environment we seek. Meetings began in fall semester 2015, following a conversation at a Professional Activities Day “PAD” Week Safe Zone Training. The discussion centered around a need for more training and resources around equity and inclusion on campus. It was through these conversations that a great concern resurfaced about how, as a campus community, we promote diversity and inclusion and the impact that our campus will see if we do not take proactive actions.

**C. Chief Diversity Officer**

Per System Administration, each SUNY campus was tasked with appointing a Chief Diversity Officer in Spring 2016. Genesee Community College, per its plan to address this need, has advised SUNY that the College will retain the current model of tasking the Associate Vice President of Human Resources with responsibility as the College’s affirmative action/Title IX officer, with secondary
assistance from the Dean of Students. Further, a faculty member will be given release time to act as the CDO as per the SUNY directive.

The faculty member on reassignment will act as the College’s liaison to the SUNY Diversity group and will also play a key role in promoting a supportive and inclusive environment for students. The faculty reassigned to fill this role will also be a standing member of the Diversity Council.

The plan to reassign a faculty member is intended to be on a “pilot” basis and will be reevaluated for effectiveness after one year. As staffing and funding opportunities permit, alternative means of filling the CDO role will be considered.

D. Definitions

Diversity (as proposed by the Diversity Council at GCC)

Diversity is the mosaic of people and all that they bring, including a variety of backgrounds, styles, perspectives, values and beliefs, as assets to the groups and organizations with which they interact.

Equity

An ongoing process of ensuring opportunity and creating an environment where all have access to the benefits GCC provides for individuals seeking to reach their full potential.

Inclusion

Promoting and supporting a culture that values, respects and benefits from the experiences, talents and beliefs of the many members of our community.

II. Campus/Community Assessment

SUNY GCC is the designated community college for the GLOW region. The College has a main campus located in Batavia, NY, within Genesee County and also has formal agreements in place as the primary higher education provider for Livingston, Orleans and Wyoming Counties. The College maintains two Campus Centers in each of those three counties.
We offer the following demographic information about our employees, students, and the GLOW region:

<table>
<thead>
<tr>
<th>GCC Employee Ethnicity</th>
<th>Employees</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non Resident Alien</td>
<td>3</td>
<td>0.44%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>10</td>
<td>1.48%</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>5</td>
<td>0.74%</td>
</tr>
<tr>
<td>Asian</td>
<td>4</td>
<td>0.59%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>10</td>
<td>1.48%</td>
</tr>
<tr>
<td>White</td>
<td>640</td>
<td>94.67%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>4</td>
<td>0.59%</td>
</tr>
<tr>
<td>Genesee County Demographic (EMSI Census Data)</td>
<td>Asian, Non-Hispanic</td>
<td>Black, Non-Hispanic</td>
</tr>
<tr>
<td>----------------------------------------------</td>
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<tr>
<td>2016 Population</td>
<td>403</td>
<td>1,730</td>
</tr>
<tr>
<td>2016 % of Pop.</td>
<td>1%</td>
<td>3%</td>
</tr>
</tbody>
</table>

### Genesee County Ethnicity

- **Asian, Non-Hispanic**
- **Black, Non-Hispanic**
- **Hispanic**
- **Two or More Races, Non-Hispanic**
- **Native American**
- **Pacific Islander**
- **White, Non-Hispanic**

- **Asian, Non-Hispanic**
- **Black, Non-Hispanic**
- **Hispanic**
- **Two or More Races, Non-Hispanic**
- **Native American**
- **Pacific Islander**
- **White, Non-Hispanic**
### Fall 2016 Student Ethnicity

<table>
<thead>
<tr>
<th>GCC Student Detail</th>
<th>Asian</th>
<th>Black, non-Hispanic</th>
<th>Hispanic</th>
<th>Multi-Race</th>
<th>Multi-Race-Underrepresented</th>
<th>Native American</th>
<th>Non Resident Alien</th>
<th>Pacific Islander</th>
<th>Undisclosed</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Ethnicity</td>
<td>1%</td>
<td>6%</td>
<td>4%</td>
<td>0%</td>
<td>2%</td>
<td>1%</td>
<td>2%</td>
<td>0%</td>
<td>10%</td>
<td>73%</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>100%</td>
</tr>
</tbody>
</table>

### GCC Student Ethnicity

III. **Short and Long-term Goals**

The GCC Diversity Council has identified the following focus areas surrounding diversity, equity and inclusion:

1. Improve recruitment and retention of faculty, staff and students
   i. The Associate Vice President of Human Resources will be responsible for conducting an assessment of college efforts surrounding identifying best practices in employment practices aimed at enhancing diversity.

2. Enhance training and resources for campus community around inclusivity and equity
i. GUSTO, the on-campus employee development committee, will continue to coordinate and promote workshops and training for employees in support of diversity, inclusion and equity training opportunities.

ii. A series of opportunities for off campus training sessions will be identified and made available.

iii. A review of best practices will be conducted.

3. Create a clear point of contact that will support students of color, LGBTQ, and other underrepresented groups on campus

   i. The Faculty member reassigned (through release time) to act as CDO for this pilot program will act as advisor to the President, liaison to SUNY and as the student referral point of contact in support of college efforts.

IV. Conclusion

The GLOW and GCC populations are changing and many events from outside our quiet, rural area have begun to filter into our classrooms, hallways and water coolers at GCC. The College is committed to a continuous effort to build a plan to foster inclusivity that will enhance the success of individual students, faculty, and staff of the institution as well as the entire GLOW community.

These efforts seek to replace a patchwork, piecemeal approach to diversity, where one employee often doesn’t know what the other is doing. It instead provides the beginning of a unified effort for employees and students around which to operate.

The Institutional-Level Student Learning Outcome (ISLO) for Global Citizenship and Wellness in a Diverse World will have the support and structure needed to become meaningful for the entire community.