

## Kirkwood Diversity and Equity Projects

Diversity and Equity projects at Kirkwood Community College are a mature process and model. Historically the college has embraced the concept of access for all people. This concept is reflected in the college mission statement:

**Identify community needs, provide accessible quality education and training, and promote opportunities for lifelong learning.**

From its inception, Kirkwood Community College and its presidents (Selby Ballantyne, Bill Stewart, Norm Nielsen, and Mick Starcevich) have embraced the idea of access and inclusion of all people into college services. This philosophy of access and inclusion pervades the thinking of all people who are part of the college and is embedded into the culture of the college, the departments and the employees.

As a result, the college has developed the approach that diversity and equity initiatives develop among people within departments and groups and grow into college wide initiatives which have people “buy-in”. The initiatives are an intradepartmental model and an interdepartmental model which work together to develop a college wide grassroots initiative which is distributed across the college and supports the array of diversity and equity projects. The Kirkwood model allows and encourages all employees and students to have input into the “grassroots up” approach to diversity and equity projects.

## **DIVERSITY EFFORTS**

### **FOR EMPLOYEES**

AA/EEO Officer

Americans with Disabilities Act (ADA) for employees

Breakout sessions during MLK Jr. Week '10

Constitution Day

Diversity page on College website

Diversity statement in help wanted ads

Diversity statement within duties and responsibilities on job descriptions

Diversity Summit Conference

Diversity-related essay question on annual performance review form

Diversity-related goal setting question on annual performance reviews form

EEO Committee

EEO/AA statement in employee handbook

EEO-1 Report on HR website

Employee Flood 2008 Recovery Efforts

Employees attend Diversity Conferences, Workshops, Professional Improvement

Endowed Chair Projects

Host of 5<sup>th</sup> annual Diversity Recruitment and Retention Summit

KCELT New Faculty Orientation

KCELT Professional Development Offerings

KCELT Reading Circle

Martin Luther King Jr. Day – keynotes, breakout sessions, afternoon departmental/divisional meetings

One Iowa presentations

One of the founding partners of Diversity Focus

Participant in IDOE Equity Committee meetings

Photos used throughout publications, posters, marketing materials, etc.

Photos used throughout the College website

Sponsor of annual Diversity Recruitment and Retention Summit

## Student Equity Projects/Efforts

Academic Diversity Committee

ACCESS(Access to College Education...8<sup>th</sup> graders/first generation...mentoring and scholarships) MG

Adult Literacy Non-credit students (791 participants last year)...Kay Nebergall)

Alternative Texts (Mike Scallon, Jayne Wumkes)

American Sign Language Club (Linda Krog, Bob Vizzini)

Deaf, Deaf World (Bob Vizzini)

Disability Accommodation Services/Case Management (Clay Farebrother, Chuck Hinz)

Diversity course requirement for graduation

Diversity courses (offerings)

Diversity Day November (Laurie Driscoll; Dawn Wood)

Diversity page on College website

Educational Diversity Committee (syllabus from courses)

EEO/AA statement in student handbook

Egyptian Educator Program (Lauri Hughes)

Emergency Grant and Pioneer Loan Fund (Bob Burnes)

English Language Acquisition (fall 769, spring 634 unduplicated 126)....Catherine Schaff-Stump

Environmental Committee (Barb Dabling, Rita Tiedt)...includes many students

GED/High School Completion (400 grads last year)... Kay Nebergall)

Global Leadership Organization (Catherine Schaff-Stump)

High Tech Girlz Day (Business Department)

High-Tech Girlz Day (Industrial Tech and Business and Information Technology)

Holocaust Series...Kathleen Van Steenhuyse

Hosting representatives from Mexican Consulate to issue IDs to over 100 families (Kay Nebergall)

Humanities of Iowa (Claudio Hidalgo)

- Diversity In Iowa Series
- Diversity In Latin America

Instrumental Music ; Jazz Combo; Jazz Ensemble (Tim Feldkamp)

International Dinners

International Education Week (Laurie Driscoll; Dawn Wood)

International Student performances (Cedar Rapids Campus)

International Students (532 students from 86 countries) Cyrus Mudanya, Dawn Wood

Life Wellness

Multi-Cultural Club (Martha Perez, Calvin Gaston)

Multi-Cultural Club (Iowa City Campus)

Non-traditional student efforts re course programs (i.e. health sciences, industrial technologies)

Phi Theta Kappa (Rich Underwood)

Photos used throughout on the College website

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PrairieWood.....Chuck Hinz

Project FINISH (Mary Gesing)

Project START (Mary Gesing)

Recognized Offenders for Educational Services (educational offerings to 600 residents of Anamosa and Oakdale Correctional Facilities...Kay Nebergall)

Returning Adults Workshops (Mark Ash)

Robin Roberts Activity Hour Speaker....Code Talkers World War II

Soccer Team...Club (International students)

Spanish Club

Student Support Services Program (Barb Mussman)

Study Abroad Program for Students (Laurie Driscoll; Dawn Wood)

Sudanese Club

Targeted scholarships

Testing Accommodations (Connie Rosene)

Theatre (Rick Anderson, Doug Anderson)

Tutoring Services (Mike Scallon)

United Nations Association Student Alliance (Jeremy Brigham)

United Nations club (Cedar Rapids Campus)

- International Women's Month
- Impoverished Women In North India

Unity (Jessica Haight-Angelo)

Veterans' Lounge ( Vicki Terronez)

- Modern World History Course (Laura Yost)
- Military History Lecture Series in November (Laura Yost)
- Honor Flights Program

VITAL.....Chuck Hinz

Women in Tech Girls Day Camp (eighth grade)..Industrial Tech (Angie Gillis)

