Diversity Work Plan, FY17-18

Addressing the success gap for all students

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President

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Lake Superior College Diversity Profile

Since 2006, Lake Superior College (LSC) has invested in an Intercultural Center for students and maintained a committee to advance diversity at the institution. Based on sign-in data and tracked interactions, we estimate that on average 700 students engage the center a month during the academic year. Many students do not report their ethnicity during the admissions and registration process. In fall 2016, 9% of students were in this un-coded population. It is likely student diversity is understated at LSC.

Source: American Fact Finder and MnSCU System Office Research, Academic and Student Affairs Division
The diversity committee has brought staff, faculty, and students together to collaborate in making the College more respectful, inclusive, and attractive to students of diverse backgrounds.

<table>
<thead>
<tr>
<th>Membership</th>
<th>Purpose</th>
<th>Standing Length</th>
<th>Meeting Frequency</th>
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</thead>
<tbody>
<tr>
<td>Intercultural Center Coordinator – Chair</td>
<td>Is dedicated to creating a more inclusive community in all realms of service grounded in respect and appreciation for individual differences. The Committee endorses a broad definition of diversity, and seeks to provide programs and resources that enhance knowledge and encourage understanding of diversity. The Committee strives to provide leadership for Faculty, Staff and Students in meeting the needs of all its constituencies and special populations.</td>
<td>Continuous</td>
<td>Monthly</td>
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<td>Dean of Student Affairs – Management Lead, Chief Diversity Officer</td>
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<td>TRIO Support Services Director</td>
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<td>Dean of Business &amp; Industry</td>
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<td>Director of Institutional Advancement</td>
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<td>Carl B. Perkins Grant Coordinator</td>
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<td>5 Faculty</td>
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<td>Student Senate</td>
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Employee diversity has ranged from 5-7.5% since FY2007.

**Work Plan Guiding Objectives FY17-18**

1. Recruiting Diversity
2. Expanding Access
3. Culture of Diversity
4. Employee Diversity
5. Improve Student Retention and Success

**LSC Institutional Planning**

In 2016, two major College planning documents were completed: The 2016-2020 Strategic Goals and the 2016-2020 Master Academic Plan (MAP). LSC also maintains an evolving Strategic Enrollment Management Plan (SEM). All Diversity Work Plan initiatives support broader institutional planning priorities.

**System Strategic Framework Performance Measures (SFPM)**

LSC monitors system wide accountability measures. Institutional activities are integrated to correlate with Minnesota State objectives. Administration and the diversity committee will
work together to implement innovative efforts to enhance our campus diversity climate. The following metrics will inform our efforts:

- Employee Diversity (Employees of Color)
- Student Diversity (Students of Color)
- Student Success (Students of Color Ratio to White Students)
- Completion Rate (Students of Color Ratio to White Students)
- Campus Diversity Climate

The College President will include a synopsis of LSC’s metric performance in the annual institutional report. See discussion in “Institutional Accountability and Monitoring.”

Process for Assessing Diversity

Administration collaborates with the diversity committee to collect and maintain data on the educational benefits of diversity. Diversity Work Plan initiatives have been associated with measurable planning objectives outlined in LSC Strategic Goals, MAP, SEM, and SFPMs. Yearly unit work plans will track progress in achieving diversity initiatives. Human Resources will establish an array of language for inclusion of LSC guiding objectives for supervisors to include in performance evaluations. Aligning work expectations with diverse outcomes is crucial to climate.

Institutional Accountability and Monitoring

The College diversity committee will annually produce a summary on diversity initiatives and activities undertaken. The College President will then annually develop a report that denotes successes from the year, continued challenges, and opportunities that exist. Current institutional diversity plans are available to the campus community and broader public via the LSC webpage.

Partnerships for Success

The College is working to bring Community Action Duluth physically on campus by the beginning of the fall 2017 semester. The College is cultivating partnerships in the most diverse area of the state, the twin cities metro area. Partnerships efforts exist with diverse communities and school districts such as Brooklyn Center, Columbia Heights, Blaine, Paladin Career & Technical High, Mounds View, Cooper-Robbinsdale, and Robbinsdale Armstrong. A guiding principle for our plan is that we will need to go outside of our immediate communities to bring long-term diversity to our institution. The institution’s unique programming and learning environment offers metro area students a novel experience to succeed.

Increasing Diversity

The new 2016-2020 Strategic Goals identify enrollment of diverse populations as a core activity
in new recruiting efforts. Progress toward better SFPM outcomes is important to institutional viability. Staff have been directed to develop partnerships with new high schools and communities. Forty-four new high schools have been targeted for recruiting visits. A newly created regional admissions representative position offers additional recruiting power to make in-person connections at high schools and college fairs beyond our traditional enrollment footprint.

Achieving an Environment for Embracing Diversity

The College’s student body continues to be more diverse than St. Louis County or the City of Duluth. Diversity mapping could be a next step to better understand how LSC is regarded and understood as a resource in the community. Our philosophy emphasizes that all prospective and current students served by the College should expect and receive the same services. There is not a different or other process for traditionally disadvantaged, underserved, or diverse populations.

The Intercultural Center’s goal is to create synergy and support critical mass for our small, but significant, minority populations. This goes beyond ethnicity to culture, experience, and religion. The intercultural center serves all students. It is located in our high traffic E Building, adjacent from the Student Life offices and an expansive student lounge space.

Staff maintain counts of the number of students and prospective students served by our Intercultural Center, offer events on campus, and support integration of diversity in our academics and services to students. Class speakers are selected with assistance and feedback from our campus Diversity Officer.

FY17-18 Two-Year Work Plan Matrix

See separate document.