

General Education Objective #7 - To understand and respect human diversity in regard to race, ethnicity, gender, and other issues pertinent to improving human relations

Setting the goal

The committee worked very hard to ensure that the definition of diversity included all aspects of diversity the college represents. The definition chosen was: "Human Diversity" describes variations within the full range of cognitive, behavioral and psycho-social practices through which human beings share life in common spaces. Experiences of diversity include race, ethnicity, gender, religion, socio-economic status, sexual orientation, physical attributes and disabilities, age, health, language, education, political beliefs and other differences in cultural expression and tradition.

This definition led to the committee setting
Human Diversity Objectives

- 1) Facilitate the development of a broad perspective of diversity.
- 2) Foster responsible citizenship as a member of a diverse world.
- 3) Encourage the understanding of commonality and differences.
- 4) Provide direct and indirect experiences with various cultures.

Student Learning Outcomes

1. Analyze and discuss contemporary multicultural, global, and international questions in a diverse setting.
2. Identify and respect that there are various ways of thinking, communicating, and interacting, for example, by working with culturally diverse groups towards a larger goal.
3. Evaluate diverse moral and intellectual perspectives, principles, systems, and structures.
4. Articulate the value of cross cultural campus and community activities and their impact on the lives of others.

Choosing the tool

The HWC Diversity Committee reviewed diversity surveys from Mesa Community College and the University of Michigan. Neither exactly met the college's needs. The committee chose to develop a hybrid Human Diversity Survey. This survey was piloted during Summer 2005 term and administration in the Fall 2005 term. The faculty volunteered 38 sections with 887 respondents. The survey was administered on-line using *Survey Monkey*.

Feedback Loop

Results from the survey have been shared with Faculty, Students, Administration and Staff. These results have identified where the college needs to focus learning to insure HWC meets its diversity goals.

What the committee learned

As a result of this survey, several initiatives and diversity training workshops were developed and held for faculty, administration and staff to increase awareness and understanding of diversity:

HWC has incorporated results from the diversity survey into our education curriculum and ongoing administrative policies:

- A Diversity Task Force was appointed to share the results of this survey and make recommendations. This task force has become the Human Diversity Committee, reporting to the Strategic Planning Committee to show the importance of diversity at HWC
- The Teaching, Learning, & Technology Center has developed programs to assess:
 - The retention of students of color in STEM disciplines
 - The ethical implications of a multicultural environment
- Diversity is so important to HWC that we are incorporating findings from the 2008-09 HLC/NCA Self-Study process into the Strategic Planning process.

Workshops

Fall 2005: Faculty Development Week

- "Strategies for Managing an Intellectually and Culturally Diverse Classroom"
- "Interdisciplinary Team Teaching: Mentoring in an Academically Diverse Culture"
- "Service Learning: Civic Engagement and Social Justice"
- "Creating & Sustaining a Learning Community"

Fall 2006: Faculty Development Week

- "Sexual Harassment: Interpretation & the Law"
- "Facilitating an Effective Learning Environment: The Learner Friendly Classroom"
- "Service Learning"
- "Global Poverty"
- "Learning Community: The Asthma Program"
- "Undergraduate Research in the Sciences"

Planned for Spring 2007 to continue diversity awareness and training.

- "Global Diversity"

- “Grant Writing”
- “Service Learning”
- “Learning Communities”
- “NSF & Undergraduate Research”

To ensure that diversity awareness and understanding continues at HWC, several Faculty and Administrators will gain Professional Development by attending:

- American Association of Colleges and Universities (AAC&U) Conference on Diversity and Learning