Queensborough Community College prides itself on the diversity of its student population and its being located in Queens, New York, one of, if not the most, diverse counties in one of the most diverse cities in the world. Its strong commitment to fostering a collaborative, learning-centered community is reflected in its dedication to academic excellence and to the development of the whole individual in an environment that promotes intellectual inquiry, global awareness, and lifelong active learning. This sets the tone for how a diverse faculty is essential to assist our students in their aspirations to greatness and resonates with all members of the QCC community embracing the inclusion of all individuals as they bring their whole selves (race, color, creed, national origins ethnicity, ancestry, religion, age, sex, sexual orientation, gender identity, marital status, legally registered domestic partnership status, disability, predisposing genetic characteristics, alienage, citizenship, military or veteran status, or status as a victim of domestic violence) to this purposeful educational interaction.

The strength of this great diversity is crucial to the ideal learning environment where similar and different experiences lend themselves to a meaningful engagement of shared insight, creativity, innovation, and inspiration at the forefront of which are our faculty. Recognizing that learning is a dynamic and collaborative process, the college offers diversity and global learning as a high impact educational practice and a framework for students to become active, responsible partners in their intellectual pursuits.

To strengthen the establishment of diversity as a core value at Queensborough Community College, the following objectives have been set for the next twelve months:

**Objective 1:** Increase the diversity of the faculty to better reflect the diversity of the student population.

**Strategy:** Expand diversity recruitment efforts and outreach to increase awareness of available teaching opportunities to as many people as possible from diverse backgrounds.

**Action Items:**

In collaboration with Human Resources and the Academic Departments, the Diversity Office will identify and duplicate where possible successful efforts made to increase the pools of diverse candidates for teaching opportunities. These diverse sources will be used for permanent and sub hiring.

During charge meetings search chairs and committee members will receive search best practice information and available resources on how to identify and manage possible hidden biases that may impact search selection decisions.
Human Resources and the Diversity Office will identify, establish and expand partnerships with potential sourcing pipelines for recruitment.

**Outcomes:**

The intended outcomes from these efforts will include an increased use of best practices in the search process, the identification of sources for diversity recruitment and an increased representation of diverse groups in the applicant pools and hires.

**Objective 2:** Create an inclusive working environment and campus culture to assist with increasing the retention of individuals hired to teach at the college.

**Strategy:** Create a supportive environment for faculty development.

**Action Items**

In collaboration with the Office of Academic Affairs, Department Chairs and the Center for Excellence in Teaching and Learning, the Diversity Office will work to establish and sustain opportunities to facilitate dialogue and engagement among faculty. Faculty members who are interested in developing interest/support groups for themselves and their colleagues will be engaged and supported by Department Chairs, Academic Affairs and Human Resources.

The Diversity Office will also continue to collaborate with Academic Affairs, Student Affairs, including the Center for Excellence in Teaching and Learning (CETL) and the Disability Services, and Veterans’ Affairs, and Human Resources to develop initiatives that expand and support collaboration on diversity issues, such as everyone’s role and responsibility in maintaining a respectful work and learning environment.

Faculty members will be encouraged to develop diversity initiatives and programs designed to improve the campus climate to increase opportunities for them to share their expertise and best practices across the campus.

Efforts by the Diversity Office to increase diversity awareness and knowledge of the campus community will include connecting with CUNY Resources, including the Center for Lesbian and Gay Studies, the Asian American/Asian Research Institute, the John Calandra Italian American Institute, the Dominican Studies Institute, the Women’s Center, and the CUNY Office of Veterans Affairs to learn about and address issues impacting the diverse groups.

**Strategy:** Further develop Faculty towards their maximum potential.

**Action Items:**

Academic Affair in collaboration with the department chairs will establish/expand upon and promote mentoring opportunities for new diverse faculty.

The Center for Excellence in Teaching and Learning (CETL) will continue to provide support and communicate opportunities for faculty development including high impact strategies for engaging our diverse students.
Research and service projects of historically underrepresented faculty that develop their expertise, teaching skills and academic leadership will all be supported. Faculty will continue to be encouraged to participate in University programs designed to support professional development, e.g. Diversity Project Development Fund and Faculty Fellowship Publication Program.

**Strategy:** Assess current environment to identify areas to develop further.

**Action Items:**
In collaboration with Academic Affairs and the Diversity Office, Human Resources will:
- Conduct exit interviews to identify issues contributing to attrition
- Conduct culture survey to gauge climate and potential diversity issues
- Conduct focus groups to facilitate discussions about current campus climate

**Strategy:** Incorporate and strengthen diversity awareness of campus community.

**Action Items:**
In collaboration with Academic Affairs and Human Resources, the Diversity Office will:
- Plan and execute diversity awareness events/activities to provide forums for diversity discussions.
- Increase awareness of diversity achievements by communicating major milestones achieved by diversity initiatives.

Special appreciation is given to the following advisory committee members of the Queensborough Community College community who have assisted with the development of this faculty diversity strategic plan:
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