Diversity Plan

Webster defines diversity as “the condition of being different or having difference: variety.” Administrators, faculty, and staff at Central Carolina Community College agree that diversity can be described in several ways: males and females, blacks and whites, and special populations (learning disabled, visually impaired, handicapped, etc.)—each of which can refer to both students and employees of the College.

Leadership Statement:
The administration at Central Carolina Community College is cognizant of the fact that a diverse student body and a diverse faculty and staff are of great benefit to all who work and attend classes at the College. Minority students benefit from a diverse faculty and staff by having positive role models that help them feel more a part of the College. Diversity also benefits white students in that many, for the first time, are exposed to other cultures. Willie Fleming, ASU’s Director of African-American Student Development emphasized this point in the Summer 1993 edition of Appalachian Today by stating “A lot of students aren’t exposed to people who are different…students are shortchanged when it comes to experiencing and being able to understand different people…We do a disservice to students when we only provide a status quo role model.”

Central Carolina Community College (CCCC) is an Equal Opportunity Affirmative Action Institution that does not discriminate on the basis of race, color, national origin, sex, religion, age or disability. With this in mind, CCCC has instituted the following Diversity Plan to attract a varied student body, instructional staff, and administrative staff. The following diversity efforts will be followed in the recruitment of students and the hiring of employees, both part-time and full-time:

1. Continue to recruit students who represent all cultures into all programs both curriculum and continuing education, to ensure a ratio similar to that of the general population.
2. Continue to increase minority faculty and staff to insure a ratio similar to that of the general population.
3. Continue to recruit non-traditional students into curriculum and continuing education program areas in which enrollment has traditionally been gender biased.
4. Continue to recruit special populations students into all program areas.

The College’s commitment to diversity is also addressed in its institutional mission and goals.
Plans for Progress toward Diversity:
Central Carolina Community College will continue to recruit diverse and special student populations. Recruitment efforts will be centered on the involvement of current and past minority students along with recruitment through religious, social and civic organizations in the area. Recruitment efforts will include, but not be limited to: community visits and meetings; personal contacts from CCCC staff and faculty, administrators and students (both current and former); mailers and fliers; scholarships, campus tours, local employers, and public school personnel.

Administrators, faculty, and staff at CCCC recognize the importance of a diversified faculty and staff. CCCC’s Diversity Plan for the recruitment of faculty and staff will be consistent with the anti-discrimination statement as set forth by federal and local legislations for an Equal Opportunity Employer. CCCC will continue to recruit faculty and staff through local, regional, and statewide news media. CCCC administrators will interview all minority candidates that meet the minimum qualifications for the stated position (faculty, staff, and administrators at the College.)

Central Carolina Community College will continue to work with local agencies serving the special needs populations by also working with governmental agencies and local high schools.

Monitoring Accountability and Evaluation:
CCCC’s Diversity Committee will evaluate the diversity efforts as stated in this plan. The Diversity committee is charged with reporting their findings to CCCC’s Administrative Council. Goals and objectives will be written in the College’s biennial plan of action and will be monitored by the Planning Council and the Diversity Committee.