

**Hazard Community and Technical College
Diversity, Equity, and Inclusion Strategy Revision Request
for Academic Year 2021-2022**

Hazard Community and Technical College (HCTC) is requesting to move forward with the following proposed strategies:
List all your current strategies as of the 2019-2020 reporting year below.

Opportunity:

1. HCTC will commit key personnel to work specifically in recruiting students from diverse backgrounds, both traditional and non-traditional.
2. HCTC will review the admissions process for barriers.
3. HCTC will develop and implement a Multicultural leadership Council Program at local high schools.

Success:

4. HCTC will recruit underrepresented minority and low-income/PELL recipient students to the President's Student Ambassadors.
5. HCTC will continue to implement a mandatory First Year Experience 105 Achieving Academic Success course for first-time, full-time Associate in Arts (AA), Associate in Science (AS), and Undecided students.
6. In collaboration with the assigned advisor, the Office of Equity and Inclusion will conduct outreach to URM students throughout the semester to facilitate student success.
7. HCTC advisors will provide additional interventions for students who have less than a 2.0 grade point average.
8. HCTC will ensure that 100% of first-time, full-time, credential-seeking students have a Graduation Plan.

Impact:

9. HCTC will utilize employee recruitment and search process best practices, including utilizing effective existing processes, incorporating new recruitment avenues as they become available, and providing implicit biases awareness training to 100% of search committee members.
10. HCTC will select a team annually to focus on the campus culture and climate (known at HCTC as the Equity and Inclusion Team).
11. HCTC will include cultural experience questions on the Program Satisfaction Survey for Graduates
12. HCTC will administer a Cultural Competency Survey in the Spring semester to all students and employees.
13. HCTC will budget for and provide annual training and professional development related to cultural competence, equity, and inclusion.

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Please list the strategies that you would like to revise and provide a detailed explanation for each proposed strategy revision.

Opportunity		
Current Strategy (old strategy, combined strategies, etc.)	Proposed Strategy #1 (the new proposed strategy will go in this section)	Justification (the reasoning behind changing the strategy)
CHCTC will commit key personnel to work specifically in recruiting students from diverse backgrounds, both traditional and non-traditional.	Delete this strategy	<p>HCTC wishes to delete this strategy. The key personnel dedicated to work in recruiting diverse students are noted within the other twelve strategies in HCTC's Diversity Plan. These key personnel are identified as the Director of Cultural Diversity, Director of Admissions, Executive Director of University Center of the Mountains, and Coordinator of Dual Credit. Their activities are described in detail within the other twelve strategies, as applicable. Additionally, HCTC staff from the Admissions Office, the Office of Equity and Inclusion, Upward Bound Math and Science, the Dual Credit Office, the Integrated Marketing Team, and the Recruitment and Retention Team supported the goals of the Diversity Plan. Also, Kentucky Skills U personnel, located on the HCTC campuses, collaborated with HCTC staff and provided assistance in Diversity Plan strategy implementation.</p> <p>As stated, the activities of the key and supporting personnel are documented within the annual assessment report. Therefore, Strategy 1 becomes a repeat of much of the information in the other strategies and is redundant.</p> <p>HCTC did not report on this strategy in the 2019-2020 assessment report. Additionally, it is anticipated that HCTC again will not report on this strategy in the 2020-2021 assessment report as that information will be contained within the body of the assessment report. Thus, we request Strategy 1 be deleted from the list of HCTC approved strategies.</p>

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Current Strategy	Proposed Strategy #2	Justification
Success		
Current Strategy	Proposed Strategy #3	Justification for Revision
Impact		
Current Strategy	Proposed Strategy #4	Justification for Revision