Jackson State Community College committed to promoting diversity and believes the promotion is the responsibility of the entire campus. To this end, the Diversity Committee developed this plan within two broad parameters: that it mesh with the college’s strategic plan and that it comply with TBR mandates. The newly developed 2011-2015 Strategic Plan is composed of four priority areas – Access, Student Success, Quality, and Resourcefulness and Efficiency. This plan was used as a guiding principle for the College’s Access and Diversity plan which contains goals and objectives targeting student enrollment and diversity, student success, and a culturally diverse faculty and staff. While the last diversity plan took a more expansive view of diversity issues, this plan focuses on the following underserved populations:

- Adult Learners (25 years of age or older)
- Low Income
- Males
- Hispanic
- Veterans

It also identifies four priorities in working with these groups: 1) increasing their enrollment, especially through technology, 2) increasing their retention and graduation rates, 3) increasing their success rate, and 4) using increasingly limited resources more effectively. These initiatives will fulfill the college’s increasing emphasis on retention, graduation, and a more efficient use of increasingly limited resources.

The Diversity Committee recognizes the current realities of the economy and of state funding. This plan requires no new allocations, but redistributes current funding in ways that may have a positive impact on retention and graduation rates, as well as providing a more welcoming environment to all members of our community.
2011-15 Goals and Objectives

GOAL ONE: Jackson State Community College will increase persistence in identified subpopulations (Adults, Low-Income, Males, Hispanics and Veterans) by 2015 (the end of the five year plan cycle). All baseline numbers will be taken from the IPEDS reporting for the Fall 2010 semester. Please note that the numbers reflected below represent all hours attempted by the student.

Adults (25 years of age or older)
Increase the number of adults completing associate degrees by 5%.
Increase the number of adults accumulating 12 hours by 12%.
Increase the number of adults accumulating 24 hours by 8%.
Increase the number of adults accumulating 36 hours by 6%.

Strategies:
• Develop additional certificate programs in Allied Health and Arts and Sciences to attract adult students.
• Apply for diversity grants to provide scholarships for current and prospective adult students.
• Award tuition money to adult students who meet Access and Diversity criteria.
• Partner with service area career centers and businesses to inform constituents of educational opportunities.
• Continue to partner with the Foundation to raise funds for non-traditional/adult students.

Low-Income
Increase the number of low income students completing associated degrees by 5%.
Increase the number of low income students completing certificates by 10%.
Increase the number of low income students accumulating 12 hours by 10%.
Increase the number of low income students accumulating 24 hours from 7.5%.

Strategies:
• Apply for diversity grants to provide scholarships for current and prospective low income students.
• Utilize access and diversity grants to improve the persistence of low income students.
• Continue to create initiatives to support low income students by enrolling high school students in Dual Enrollment classes.
• Utilize institutional and state resources to provide scholarships for current and prospective low income students.

Male students
Increase the number of males completing associate degrees by 5%.
Increase the number of males accumulating 12 hours by 10%.
Increase the number of males accumulating 24 hours by 7.5%.
Increase the number of males accumulating 36 hours by 5%.

Strategies:
• Develop additional certificate programs in Allied Health and Arts and Sciences to attract male students.
• Apply for diversity grants to provide scholarships for current and prospective male students.
• Award tuition money to male students who meet Access and Diversity criteria (for example non-traditional gender for a major scholarships).
• Collaborate with Tennessee Technology Centers (TTCs) on dual admission of courses that are of interest to male students.

**Hispanic**
Increase the number of Hispanic students completing associate degrees by 3%.
Increase the number of Hispanic students accumulating 12 hours by 7%.
Increase the number of Hispanic students accumulating 24 hours by 4%.
Increase the number of Hispanic student accumulating 36 hours by 2%.

**Strategies:**
• Provide the support for the development of student clubs and organizations, student development and potential community partnerships to enhance the educational experience of Hispanic students.
• Continue recruitment efforts in Admissions to develop relationships in the Hispanic community and conduct outreach.
• Award tuition money to Hispanic students who meet Access and Diversity criteria.
• Strengthen ties with local high schools to reach the Hispanic population.
• Provide recruitment brochures and advertisements in Spanish when possible.
• Offer ESL classes and TOEFL testing through Continuing Education to strengthen ties to Hispanic

**Veteran**
Increase the number of students with Veteran status completing associate degrees by 5%.
Increase the number of Veterans accumulating 12 hours by 10%.
Increase the number of Veterans accumulating 24 hours by 7.5%.
Increase the number of Veterans accumulating 36 hours by 5%.

**Strategies:**
• Establish a veteran resource initiative by partnering with the local veteran community and the support of student resource groups.
• Facilitate student success by increasing awareness of the services provided by the office of Veterans Affairs.
• Award last dollar tuition scholarships to Veterans who meet Access and Diversity criteria.
• Continue to provide faculty support to the students Veterans Club.

**GOAL TWO: Jackson State Community College will increase diversity activities that impact the attitude of students, faculty and staff toward diversity (races, ethnic groups, cultures, gender orientation, physical or mental impairments and religions different from theirs).**

Utilize appropriate survey instrument in the first and fifth year of the plan to measure the college climate of current faculty, staff and students in relation to races, ethnic groups, cultures, gender orientation, physical or mental impairments and religions different from theirs.
Strategies:

- Administer faculty, staff and student survey and assess results.
- Continue annual diversity projects that currently include activities for Black History Month, Women’s History Month, art exhibits, Martin Luther King Jr. celebration, etc.
- Add annual diversity projects that target Hispanic/Latino and Veteran groups.
- Continue to publicize diversity activities throughout the college and the community.
- Continue to utilize access and diversity funds to provide diversity initiatives that relate to faculty and staff development.
- Continue to host campus wide diversity activities that involve students, faculty, staff and the community.
- Form a community Diversity Advisory Committee consisting of faculty, staff, students and citizens.

In conclusion, Jackson State Community College strives to enrich its campus racial diversity. While the college has witnessed enhanced student population in diverse enrollment by race, the desire is to increase this diversity across the four campuses. Jackson State strives to build upon its tradition of service to adult and part-time students. In response to today’s economic challenges, the college will offer increased incentives and support to attract and retain this population. Jackson State is committed to recruit and retain diverse faculty and staff and prepares to work diligently to provide culturally diverse role models for students.