REFLECTIVE MIRROR: The Promise of Thoughtful Representation

Challenges
Community Statistics
- City School District Graduation Rate—47.5%²
- Unemployment Rate—6.9% city; 5.1% county³

Institutional Leadership Changes
- 3 Provosts in 4 years
- CDO role developing
- No dedicated resources

Process
- Lack of intentional connection to HR
- Lack of education and awareness of the AA role

Best Practices
- Diversity Council—established in 2003
- AA Officers for every division
- Internship Program—established in 2002
  77 interns to employees
  Expanded to Student Services in 2015
- Diversity and Inclusion Policies

Moving Forward
- Develop a comprehensive diversity framework
- Clarify the role and work of CDO
- Increase intentionality of HR w/AA Coordinators, recruitment, search processes, orientation of new employees
- Enhance and grow Alice Holloway Young Internship Program across College
- Stronger College-wide cultural competency training
- Develop reward and accountability systems
- Retention plan for students and employees of color

Demographic Snapshot¹

Minority Student Enrollment
- 2002: 26%
- 2017: 36.8%

Minority Employee Distribution
- 2002: 24% Faculty, 16% Administration
- 2017: 17.3% Faculty, 17.2% Administration

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Photo: wocintechchat.com

Footnotes:
1. MCC Institutional Research/MCC President Leadership Breakfast PPT