Diversity and Inclusion Council Report

Academic Year 2017 - 2018

August 31, 2018
Dr. Janet Gullickson, President
2130 Germanna Highway
Locust Grove, VA 22508
Executive Summary:

Institutional Goals: Academic Year 2017-2018: The College successfully became a V3 provider, enhanced outreach efforts, and has embedded elements of diversity and inclusion campus-wide. The College remains challenged in successfully implementing the Minority Professional Teaching Fellows Program.

Diversity Dashboard: The data continue to reflect that the student population is more diverse than the faculty and staff. In addition, Classified Staff remain the most diverse among all of the college employee classifications.

Recruitment Programs and Activities: The College has been more proactive and will continue to be more creative in advertising and networking activities to increase outreach to diverse groups. While the number of minorities in the Classified Staff and Administrators-Managers categories remain unchanged, the minority populations within the Adjunct and Teaching Faculty categories are increasing. The College and Veteran Services Center are V3 certified and the Employment Opportunities Plan submitted to the Department of Human Resource Management has been approved.

Chancellor’s Teaching Fellows: This valuable program continues to be a challenge for the College due to the lack of access to the management system that houses the applicants, the workload of the designated coordinator, the applicants’ educational background, and the lack of teaching faculty engagement. The Council will brainstorm ways to grow the Teaching Fellows program in conjunction with the Human Resources Department.

Inclusion Report: Great Colleges to Work for Survey 2018: The participation rate for the random sample of those surveyed increased, as compared to 2016, which enhances the validity and usefulness of the data findings. Moreover, this year’s survey results compared to 2016 reveals overall improvement in several of the fifteen survey dimensions. Teaching environment, professional development, senior leadership, faculty administration and staff relations, collaboration and fairness no longer have a rating of “warrant attention.” However, Germanna’s goal is to continue to strive for the “very good to excellent” rating across the board.
Development and Employment Activities: The College has successfully increased diversity and inclusion awareness campus-wide for faculty, staff, and students through various activities. The recruitment and advertisement efforts have been enhanced to increase visibility and networking opportunities in more diverse communities with the achievement of some positive results.

Student Data: The College remains student-centered with various campus activities and programs implemented during this academic year. The Council completed a student survey and evaluated the results for future planning and implementation. As a result of the survey, the LGBTQ student club was reactivated under the direct leadership of a Council member.

Institutional Goals: Academic Year 2018-2019: The College’s institutional goals for diversity and inclusion have been set with plans as to how they will be achieved for the upcoming annual 2019 Report. As an added feature, the Council has integrated the VCCS goals into each annual report for better delivery and focus on diversity, equity, and inclusion campus-wide. Moreover, the Council was involved with the Increasing Diversity of Faculty and Administrators in the VCCS report presented to the Chancellor at New Horizons 2018.
I. Institutional Goals: Academic Year 2017-2018

1. **Goal:** V3 (Virginia Values Veteran’s) certification is a statewide initiative designed to bring employers and veterans together. The program is based on training employers in best practices to recruit, hire and retain veterans for the workforce.

   **Activities or initiatives undertaken during the academic year to support this goal:**
   
   a) The College and Veteran Services Center are V3 Certified.
   
   b) The College was able to exceed the original goal with the hiring of 11 veterans over the course of 2017 – 2018.
   
   c) Human Resources began meeting with selection committees to ensure the understanding of our goals to increase the number of veterans hired at the College. In addition, there was a discussion of the interpretation of the language used on many military resumes/documents and how that language can be applied to the skills we are searching for in our successful candidates. This will be an ongoing and expanding initiative in the coming year.
   
   d) The College has increased the visibility of the V3 certification through marketing and branding to get the message out in our community that we welcome and seek veteran employees. The College will continue this messaging in the coming fiscal year.

2. **Goal:** Proactively engage hiring managers and committees by increasing awareness of The Teaching Fellowship opportunities and the diverse pool of qualified and interested candidates.

   **Activities or initiatives undertaken during the academic year to support this goal:**

   a) This has been challenging to accomplish. Hiring managers do not fully comprehend the importance of the program and corresponding process, as well as many do not have access to the Teaching Fellow applications. The Recruitment Coordinator should retrieve the appropriate applications and send them out to the appropriate hiring managers who do not have access to the applicants’ academic information. It would be helpful if the same state application management system was used so that all hiring managers could be included and have immediate access.

   b) Going forward, the College will increase efforts to both promote this program and to tailor information more directly to this program for open positions and provide information specifically to hiring managers.
3. **Goal:** Enhance outreach efforts to reach a larger pool of diverse candidates across all classes of employees through associations, job fair opportunities, college Career Centers/HBCU’s, publications, listservs, and other means.

**Activities or initiatives undertaken during the academic year to support this goal:**

- **a)** The College has reached out to community leaders for under-represented populations to try to network with local organizations to build a presence to attract diverse talent for open positions.
- **b)** The College is worked on building relationships with HBCUs, sororities and fraternities, and other community organizations. For example, the President spoke at an area meeting of African American churches about Germanna.
- **c)** The College changed its advertising strategy significantly to reflect our diversity outreach, resulting in significant increases in the number of diverse applicants. For example, our Vice President of Student Services position attracted more minority applicants than non-minority applicants, giving us a diverse and qualified group of candidates.

4. **Goal:** Embed elements of diversity, equity, inclusion and cultural competency into what we do college-wide for faculty, staff, and students.

**Activities or initiatives undertaken during the academic year to support this goal:**

- **a)** The College hosted its 2nd Faculty & Staff Diversity and Inclusion Symposium, “Our Community of Students: Who’s in the Classroom?” The Symposium included such topics as: Having Courageous Conversations about Diversity, Equity, & Inclusion; Drug Associated Students; Autism from the Student Perspective; How to Avoid Personal Bias When Working with Students; What our Transgender and Non-Binary Gender Students Want Us to Know; Using OER to Meet the Needs of a Diverse Population; Black Males in the USA; Student Feedback on Diversity, Equity, and Inclusion Survey; and Men as Allies to Women; You Don’t Have to go Home, But You Can’t Stay Here.
- **b)** Windows of the World Group has monthly meetings to exchange ideas, experiences, and views related to diverse global issues.
- **c)** Initiation of the S.A.G.A. student organization for the LGBTQ campus population based on the Council’s student survey.


d) Council successfully advocated for a universal campus-wide name for promotion of diversity and inclusion for ALL to the College President. By having one universal “umbrella” for any campus organization, committee, etc. to come together to enhance the growth of diversity, equity, and inclusion campus-wide awareness, we can be more unified in our cause. The universal name is Multicultural Coalition for Diversity and Inclusion.
## II. Diversity Dashboard

<table>
<thead>
<tr>
<th>GCC Academic Year</th>
<th>Minority Students</th>
<th>Non-Minority Teaching Faculty</th>
<th>Minority Teaching Faculty</th>
<th>Non-Minority Adjunct Faculty</th>
<th>Minority Adjunct Faculty</th>
<th>Non-Minority Administrators</th>
<th>Minority Administrators</th>
<th>Minority Classified Staff</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-15</td>
<td>33%</td>
<td>85%</td>
<td>15%</td>
<td>87%</td>
<td>13%</td>
<td>87%</td>
<td>13%</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>2015-16</td>
<td>34%</td>
<td>86%</td>
<td>14%</td>
<td>85%</td>
<td>15%</td>
<td>84%</td>
<td>16%</td>
<td>16%</td>
<td></td>
</tr>
<tr>
<td>2016-17</td>
<td>36%</td>
<td>85%</td>
<td>15%</td>
<td>87%</td>
<td>13%</td>
<td>84%</td>
<td>16%</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>2017-18</td>
<td>37%</td>
<td>87%</td>
<td>13%</td>
<td>88%</td>
<td>12%</td>
<td>86%</td>
<td>14%</td>
<td>23%</td>
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</table>

Source: VCCS Diversity Report

**Students:** The Dashboard reflects that the student population continues to reflect greater diversity in race as compared to the faculty and staff. In each academic year, there was a steady increase that was at least twice as high as all other College groups.

**Classified Staff:** The Dashboard reflects that this employee group increased steadily for all academic years, but remained less diverse than the student population. This increase was much more significant than any other employee group.

**Teaching Faculty, Adjunct Faculty, and Administrators:** The Dashboard reflects that these employee groups fluctuate, but ended with 2017-2018 as being the lowest of all other years, except for administrators. These college populations continue to remain less diverse than classified staff and students.

**RESULTS:** The Council notes that for all Dashboard employee groups, there has been an increased recruitment effort to reach the local and national standards. The results have been that some employee hiring pools have become more diverse than others. It can be noted that our first female College President – Dr. Janet Gullickson – was hired in 2017. In addition, the College looks forward to supporting the VCCS Diversity Advocacy initiative to help faculty-staff better mirror the image of the students that we serve.
III. Recruitment Programs and Activities

<table>
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<tr>
<th>Percentage of Minority Applicants by Employment Category</th>
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<tr>
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<td>2014 – 2015</td>
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<td>2015 – 2016</td>
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<td>2017 – 2018</td>
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Source: Human Resources Department

The College has become more proactive and creative in advertising. The Human Resources Department believes that the positive growth results for teaching faculty and adjuncts are directly attributed to the new advertising and networking activities. We will continue to pursue creative advertising and networking initiatives to increase our outreach to diverse groups.

The Governor of Virginia has approved and certified Germanna Community College as a V3 academic organization as of July 1, 2017. This certification will increase the number of Veteran applicants for our positions and the hiring across the college.

The Department has submitted an Employment Opportunities Plan to the Department of Human Resource Management (DHRM) and it has been approved.
IV. Chancellor’s Teaching Fellows

<table>
<thead>
<tr>
<th>Academic Year</th>
<th>Total Minority Professional Applicants</th>
<th>Minority Professional Interviews</th>
<th>Minority Professional Applicants Hired</th>
<th>Total Graduate Student Applicants</th>
<th>Graduate Student Interviews</th>
<th>Graduate Student Applicants Hired</th>
<th>Notes/Success Stories</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014-2015</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>4</td>
<td>3</td>
<td>3</td>
<td></td>
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<tr>
<td>2015-2016</td>
<td>3</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>1</td>
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<tr>
<td>2016-2017</td>
<td>57</td>
<td>1</td>
<td>1</td>
<td>28</td>
<td>0</td>
<td>0</td>
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<tr>
<td>2017-2018</td>
<td>19</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>0</td>
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</tbody>
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Source: Human Resources Department

1. This program was introduced to the Department Chairs and Teaching Faculty. This program comes with many challenges:
   a. **Faculty access to applications** – This program utilizes a separate applicant management system (Interview Exchange) and our faculty do not have easy access to applicants.
   b. **Designated Teaching Fellow Coordinator** – the current coordinator ties into the HR Recruitment Coordinator’s role as she is the primary person that has access to the Interview Exchange software since Germanna is now operating under HRMS. The Council has requested a designated Teaching Fellow Coordinator separate from HR.
   c. **Faculty/Staff engagement** – there is continued lack of knowledge as to how the program works, how the mentoring faculty gets paid, and how beneficial this program could actually be for the department/faculty/students.
   d. **Applicant’s educational background** - in general, the applicants that are applying are heavily in the field of elementary and secondary education. We do not teach these courses at the community college level. We could use qualified early childhood education students, math, science, engineering, nursing, and English applicants.

2. The College is working on a plan where we will mentor one candidate in the fiscal year 2018 – 2019, who will work with a faculty member and continue to market the program to our key decision-makers at the College.
V. Great Colleges to Work Survey Highlights and Analysis

The Great Colleges to Work Survey is conducted every two years by ModernThink and is specifically tailored to measure the organizational dynamics and competencies unique to higher education institutions. It is sent to a random sample of participants from several employee groups; administration, faculty, exempt professional staff, non-exempt staff and adjunct faculty.

Three key areas warrant attention:

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<th>Key area 1 - Shared Governance</th>
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<td>Key area 2 - Communication</td>
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<tr>
<td>Key area 3 - Respect and Appreciation</td>
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**Shared Governance:** There are concerns from faculty members regarding shared governance. Germanna needs to ensure that the faculty are meaningfully involved in institutional planning as well as decisions related to the educational program curriculum development and evaluation. A standing group has been established that meets monthly called the Leadership Team, which is composed of managers/leaders across the institution. This is an interactive group which collaborates and approves policies and programs. Several meetings have been dedicated to developing strategic planning and goals as well as establishing objectives in support of the overarching strategy. In addition, President Gullickson has made a commitment that all policies will be shared with the Department Chairs and The Faculty Senate before approval is completed.

**Communication:** There are concerns from professional staff that issues are not always discussed openly, valued and acted upon under consensus. In an effort to create a culture of transparency and sharing of ideas, several committees and task forces have been created to research and recommend problem-solving for various institutional challenges. Membership consists of a diverse cross-functional representation of individuals. These groups collaborate on developing recommended action plans to address the various issues and present to the Leadership Council for voting and approval. All Germanna employees receive weekly email...
updates from the College President and individuals are recognized for their contributions. Finally, the College President also initiated an Open Door Policy for Faculty-Staff to come to her office to discuss any concerns or issues.

**Respect and Appreciation:** There is a concern from the professional staff that they are not recognized for their contributions and rewarded for their accomplishments. We recently developed a Recognition and Rewards Plan for all employee types with a committee reviewing and selecting recipients of awards based on pre-established criteria. This will be implemented and communicated at the beginning of the 2018 academic year for Staff. The Teaching Faculty Recognition and Rewards Plan has been in effect since 2013. In addition, retirees are honored at an end-of-semester College reception.

**Fairness:** Since the Report stated that this area speaks especially to diversity, it should be noted that there was a marked improvement in the fairness survey dimension. We believe that the creation of local policy, guidelines and more frequent communication regarding institution expectations have attributed to the improvement in this area.
VI. Development and Employment Activities

**Increased the emphasis on Diversity & Inclusion Awareness and Education for Faculty & Staff:**
- Diversity & Inclusion Council Webpage
- Diversity & Inclusion Symbol
- Diversity & Inclusive “No Language”
- 2nd Faculty & Staff Diversity and Inclusion Symposium, titled “Our Community of Students: Who’s in the Classroom?”
- Diversity & Inclusion Display Cabinets (FAC and LGC Campus)

**Recruitment and Advertisement:**
- Culpeper Star Exponent
- Free-Lance Star Newspaper
- Movie Theaters
- Network with local community leaders
- Network with HBCU’s, Sororities/ Fraternities
- Wide variety of traditional media, and online media like diversity.com, Inside Higher Ed, LinkedIn, Facebook, etc.

<table>
<thead>
<tr>
<th>Activity</th>
<th>Description</th>
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<tbody>
<tr>
<td>a)</td>
<td>Diversity &amp; Inclusion 2018 Symposium Keynote Speaker Laura Clark – “Under Resources Students”</td>
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<tr>
<td>b)</td>
<td>Windows of the World monthly meetings to exchange ideas, experiences, and views related to global issues.</td>
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<td>c)</td>
<td>Excellent Veteran Education Center</td>
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<td>d)</td>
<td>Faculty Annual Awards &amp; Recognitions</td>
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<td>e)</td>
<td>Motto statement advertised continuously on the college-wide T.V. monitors.</td>
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<tr>
<td>a)</td>
<td>The College has made job offers to under-represented minorities (VPSS).</td>
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<tr>
<td>b)</td>
<td>The College has also made a sincere effort to interview diverse candidates (VPIA, etc.).</td>
</tr>
<tr>
<td>c)</td>
<td>The College will need to continue to use various forms of advertisement and networking to enhance recruitment efforts and increase our visibility in more diverse communities.</td>
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</table>
The Diversity and Inclusion Council successfully submitted 3 objectives for the College’s final report for 2017-2018 Academic Year:

**Operational Objective #1: Students will report satisfaction with Germanna’s community of diversity, equity, and inclusion.**

On GCC’s Currently Enrolled Student Survey, students will be asked to rate their level of satisfaction with the College’s community of diversity, equity, and inclusion. The survey will be administered via email to all students in November, and the Office of Organizational Planning & Assessment will distribute results to the campus, including the Diversity and Inclusion Council.

**Measure:** 60% of survey respondents will report they are “satisfied” with the community of diversity, equity, and inclusion.

**Benchmark Results:** 67% of students surveyed reported that they were satisfied, which is above the 60% target benchmark set by the Council.

In addition, the Council also conducted a student survey. Approximately 104 students responded to the Diversity, Equity, and Inclusion Fall 2017 survey.

**Analysis for question #1 – Views on Diversity:** **Results:** 81% agreed on the diversity definition of racial and ethnic differences, in addition to age, class, gender, physical abilities/qualities, and sexual orientation, as well as religious status, gender expression, educational background, geographic location, income, marital status, parental status, and work experience.

**Analysis for question #2 – GCC Efforts in Promoting Awareness:** **Results:** 32% stated “kind of visible”, 31% stated “pretty visible”, and 27% stated “very visible.” The students seem to have mixed feelings about Germanna’s efforts. However, only 9% chose “not visible at all.”

**Analysis for question #3 – Promotion of campus Diversity, Equity, and Inclusion (open-ended):** The Council found that a majority of the students recognizes the promotion of diversity, equity, and inclusion among the campus via posters, emails, College website, events, the atmosphere, and the environments.

**Analysis for question #4 – Improvement of Promotion of Diversity, Equity, and Inclusion Awareness (open-ended).** The Council found that the students stated that improvement can be most visible via more clubs, events, class and course offerings, awareness, posters, LGBTQ representation, and minority recruitment in faculty and students.
Operational Objective #2: Germanna will increase the number of veterans who are employed at the College.

VCCS and Germanna are both committed to increasing the number of veteran employee to increase the diversity, equity, inclusion of veterans’ campus-wide.

**Measure:** GCC will hire at least one more full-time veteran by June 1, 2018.

**Benchmark: Results:** The Human Resources (HR) Departments reports that they have hired 11 Veterans in the College setting.

Operational Objective #3: Increase racial and gender diversity among administrators and full-time faculty in alignment with the demographics of the College’s service region.

**Measure:** The Council will analyze Census Data and Germanna Human Resources Report data to compare the demographics of FT faculty members and administrators to the demographics in our surrounding service region. The data will be analyzed in terms of gender and race, as defined by the methods through which the Virginia Community System has chosen to collect statistics in its hiring documents.

**Benchmark:** Close the demographic gap in both categories by 5%.

**Results:** Data were collected through the 2010 Census and the Germanna HR department to conduct a comparative analysis of the service region to the population of GCC teaching and administrative faculty by race and gender. Data are used for this outcome is drawn from Germanna’s 2016 Human Resources Annual Report. Collectively, the data show that White, African American, and Hispanic (Latinx) populations make up the highest percentages of the population in the service region: 74%, 17%, and 7% respectively. By comparison, administrative and teaching faculty demographics do not directly mirror the racial and ethnic groups in the community. At Germanna, white teaching faculty exceeds the percentage of whites in the Census data by 14%, and the average of white administrative faculty exceed the percentage of whites in the Census data by 7%. The percentage of African Americans employed as teaching faculty also comparatively does not mirror the community in this category with a difference of 7%. The percentage of African Americans in the Census is equal to the number of African American administrative faculty at Germanna.
The most glaring difference in the analysis is the percentage of Hispanics (Latinx). In the Germanna Service Region, 7% of the population falls in this ethnic group while only 1% of Germanna’s teaching faculty and 0% of its administrative faculty represent this ethnic group. The Council decided to analyze the numbers from 2016 HR Report when working on this year's action plan. The Council will also adjust its approach for next year (2018-2019) to align more closely with VCCS, and GCC's Council will begin comparing student-demographics to employee-demographics in the future, instead of comparing to the general-service-area-population.
## Faculty & Staff Awareness

<table>
<thead>
<tr>
<th>Windows of the World Meetings</th>
<th>Black History Month Activities</th>
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<tbody>
<tr>
<td>Academic Integration</td>
<td>2018 Faculty-Staff Diversity &amp; Inclusion Symposium: Germanna’s Community of Students: Who’s In the Classroom</td>
</tr>
<tr>
<td>PTH 210 - CST 229 – SPA – SOC 215 – SOC 225 – SOC 266</td>
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<thead>
<tr>
<th>2018 Administrative Professional Seminar</th>
<th>Diversity &amp; Inclusion Campus Display Cabinets</th>
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<tr>
<th>Veteran Education Center</th>
<th>Mental HLT First Aid Training</th>
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<tr>
<th>Annual Awards &amp; Recognitions</th>
<th>Axis College-wide Monitors</th>
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<tr>
<th>2018 Retirees Reception</th>
<th>Sexual Assault Awareness</th>
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<th>Open Door Sessions with the College President</th>
<th>Sexual Assault Survival Coloring Contest</th>
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<thead>
<tr>
<th>Diversity &amp; Inclusion Council Symbol</th>
<th>Diversity &amp; Inclusion Webpage</th>
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| Diversity and Inclusion Council Annual SACSCOC Report | |
|--------------------------------------------------------|
Military and Veteran Services Center

The Germanna Community College’s Veteran Services Center provides educational support to a diverse population of military servicemen and their families. Since its establishment, the Center has completed the V3 Certification for Educators, V3 Employer Certification, Implemented the Credit for Prior Learning Program (Credits2Careers), and offers the Veterans on Campus Peer Program. The Center has a Veterans Club and is active in partnerships with various community organizations and government agencies. Services provided include advising/counseling, academic & support services, internal/external advocacy efforts, and payment/benefits service provided. The College makes every effort to support the Veterans that are pursuing their educational studies, including an active military link on Germanna’s homepage. In addition, most of the college’s academic programs of study are approved by the state department of education for the payment of Veteran’s educational benefits. The website (https://www.germanna.edu/veterans/) has in-depth information related to Credits2Careers, benefit information, guidelines, and forms.
# VII. Student Data

## Germanna Community College Student Supported Activities and Awareness

<table>
<thead>
<tr>
<th>Student Data</th>
<th>Student Support Activities</th>
</tr>
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<tbody>
<tr>
<td>NuRide Commuter Service Partnership</td>
<td>Muse Music Series</td>
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<tr>
<td>Pride Week 2018 (Apr 24-27, 2018)</td>
<td>Spring Fling</td>
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<tr>
<td>Food Pantry Partnership w/ Fredericksburg Area Food Bank</td>
<td>Black History Month</td>
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<tr>
<td>Student Research &amp; Writing Symposium</td>
<td>Partnership w/ UMW</td>
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<tr>
<td>Career Pathways</td>
<td>Super Saturday</td>
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<tr>
<td>Various Student Clubs</td>
<td>Financial Aid Workshop</td>
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<tr>
<td>Welcome Day</td>
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<tr>
<td>Diversity &amp; Inclusion Council Display Cabinets (FAC &amp; LGC Campus)</td>
<td>HIV/AIDS Testing (Partnership with FAHASS)</td>
</tr>
<tr>
<td>May and December Commencement Ceremonies</td>
<td>Nursing &amp; Health Technologies</td>
</tr>
<tr>
<td>Latin Fest</td>
<td>Pinning Ceremony</td>
</tr>
<tr>
<td>GCC Annual Monte Carlo Fundraiser</td>
<td>Sexual Assault Awareness</td>
</tr>
<tr>
<td>Veteran’s Day</td>
<td>What’s In Your FAFSA?</td>
</tr>
<tr>
<td>Career Pathways</td>
<td>Student Awards &amp; Recognition</td>
</tr>
<tr>
<td>GRIT Workshop Series [Goal Realization w/ Intention &amp; Tenacity]</td>
<td>Leadership Recognition</td>
</tr>
<tr>
<td>Winter Formal</td>
<td>CST Department &amp; Cengage Publications Public Speaking Event: Speak OUT!</td>
</tr>
<tr>
<td>Student Ambassadors</td>
<td>College-wide Student Success Day</td>
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<tr>
<td>Sexual Assault Survival Coloring Contest</td>
<td>Annual Persuasive Speech Competition</td>
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<tr>
<td>Inclusive Language Campaign Bulletin Board</td>
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</tbody>
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## Student Development Events and Workshops

- **FAC SPRING FLING**
  - **Music on the Courtyard**
  - **April 26th: 11 - 2 p.m.**
  - Free food and give-aways. This is our last event of the year, don't miss this.
  - Guest artists: Midnight Moon & Taylor Read

- **SPEAK OUT**
  - **Annual Persuasive Speech Competition**
  - **April 27 • 1 p.m. - 4 p.m.**
  - Read Auditorium, Fredericksburg Campus Workforce Building
  - Free to participate & limited spots available. Register by March 30 by emailing: newspr@germannc.edu
  - If you have taken or are currently enrolled in Germanna’s C370, 121, or 110 and would like to present your views to the community, then show us your persuasive speaking ability at our event.
  - Board community to follow the president.
  - Free food and give-aways. This is our last event of the year, don’t miss this.
  - Guest artists: Taylor Reed & Midnight Moon
The Gladys P. Todd Academy: The Gladys P. Todd Academy Program, funded by Doris Buffet, is designed for underserved high school students in the City of Fredericksburg and the county of Spotsylvania to increase college preparation and completion at least through an associate degree at Germanna Community College, concurrent with a high school diploma.  
https://www.germanna.edu/gladys-todd-academy/about-the-program/

Student Activities: Student Activities promotes a sense of community and loyalty to the College while serving to enhance the social, intellectual and developmental growth of students as individuals or as members of organizations. By engaging members of the college community in collaborative efforts, Student Activities nurtures citizenship, leadership, and community, while striving to assist in the holistic development of students. We do this through three main areas: campus-wide events and traditions, including Fall and Spring Fests, formal dances, outdoor movies; nontraditional and commuter student services; and student organization services  
https://www.germanna.edu/student-activities/

Germanna Community College Student Success Coaches: The Germanna Coaches work one-on-one with students to reach their academic goals and help guide students to available resources, build self-advocacy skills, and offer assistance that will help students succeed in college. The Coaches help to provide and organize the New Student Orientation, Student Success day, and Welcome Day.  
https://www.germanna.edu/student-success-coaching/

Germanna Community College Great Expectations Program: This program helps current and former foster youths transition into College life by providing participation with support and information on applying to Germanna, being a successful student, and planning for life after college. The students receive one-on-one mentoring, attend workshops, and training, and participate in social activities.  
https://www.germanna.edu/great-expectations/
GERMANN OPEN HOUSE

Visit with faculty, advisors, counselors, students and staff to learn about GCC!

Saturday, April 14 - 8:30 a.m. - 10:00 a.m.
at the Fredericksburg Area Campus in Spotsylvania

On-site admissions
Financial aid info
Program information
Receiving a Germanna Community College Student Program and services, steps to applying and enrolling and all aspects of the financial aid process are available to help you get started.

Registration Begins 8:30 AM
Pick the time, save the date and share it with family!

6001-Germanna Park Drive, Fredericksburg, VA

Science & Engineering Day

April 21st • 10 a.m. - 2 p.m.
Fredericksburg Campus, 10000 Germanna Park Drive, Fredericksburg, VA

Here are just a few examples of activities designed for grades K-6:
- Complete an engineering challenge
- Use a 3-D printer at work
- Make slime and science rockets
- Use virtual simulations
- Learn how magnetic fields work
- See live ecology specimens
- Play on the balance house
- Take a campus tour
- Ask our experts about robotic drug dispensing, drones, polygraph testing, working in a lab and more!

FOOD PANTRY

For Germanna students and staff - we are here for you...

Mondays & Thursdays
4 p.m. to 6 p.m.
11 a.m. to 1 p.m.

Also available by appointment at foodpantry@germanna.edu

The pantry is located on the second floor of the Science Engineering building in room 3316.

Eight right food bank-eligible and GCC students.

Students will need to fill out an intake form to receive items.

STUDENT ACTIVITIES

April 2018

April 20th, 7 p.m.
Student Leadership Evening of Recognition at the Moore Tech Center
Cheerleaders, Student Leaders and their families and friends join together as we celebrate the academic year. On sale now until May 10, tickets are $15/20 children/Adult. (One entry per child/Adult)

April 20th, 7:30 p.m.
GERMANN OPEN HOUSE: Sexuality & Gender Alliance S.A.G.A.
Fredericksburg Campus SP1 — Room 303

Sexuality & Gender Alliance S.A.G.A.

Meetings
- Wed., March 28, 3 p.m.
- Thurs., April 2, 3:30 p.m.
- Wed., April 19, 3:30 p.m.
- Thurs., April 26, 3:30 p.m.

FAC SPRING FLING
Meet us on the Campus!
2 guest artists – Taye and Michael
Memorial Library

Meet the President

Students are upcoming “Meet & Greet” opportunities with Dr. Guillecson

Meet the President

STAFFORD AREA CENTER

September 28, 2017
10 a.m. - 1 p.m.

DANIEL TECHNOLOGY CENTER

October 5, 2017
10 a.m. - 1 p.m.

Silent March

April 27th

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VIII. Institutional Goals 2018-2019

The stated institutional goals align with the College’s strategic goal #1, Nurture a culture of high performance, innovation, and appreciation

1. **Goal:** Embed elements of diversity, equity, inclusion and cultural competency into what we do college-wide for faculty, staff, and students.

   **Steps you plan to take to reach this goal:**
   
a) Implement the VCCS Diversity Advocacy initiative campus-wide in partnership with the VCCS.

   b) Council will partner with the Vice-President of Student Services and the Human Resources Department to brainstorm ways to better implement the Chancellor’s Teaching Fellow Program.

   c) Council will embed the SACSCOC objectives in the VCCS Diversity and Inclusion Annual Report.
d) Encourage an active Council that promotes diversity, equity, and inclusion campus-wide for faculty, staff, and students.

2. **Goal:** The Diversity and Inclusion Council will analyze Germanna’s Human Resources Department data to compare the demographics of the college to our surrounding service regions. The data will be analyzed in terms of gender and race, as defined by the methods through which the Virginia Community System has chosen to collect statistics in its hiring documents.

**Steps you plan to take to reach this goal:**

a) Partner with the Organizational, Planning, and Assessment Department to receive demographic data about the various service areas.

b) Compare and contrast the Germanna’s service area gender and race demographic data findings to the College setting.

c) Make recommendations to the College Administrators based on demographic data findings.

3. **Goal:** Proactively engage hiring managers, department chairs, faculty, and staff by increasing awareness of The Teaching Fellowship opportunities and the diverse pool of qualified and interested candidates.

**Steps you plan to take to reach this goal:**

a) The College is working on a plan to mentor one teaching candidate in the fiscal year 2018 - 2019 that will work with a faculty member as a Teaching Fellow.

b) The College will increase efforts to both promote this program and to tailor the presentation of materials more directly to open positions and specific hiring managers.

c) Look to developed specific GCC marketing materials to showcase the benefits of this program to the Germanna community.
2017-2018 Diversity & Inclusion Council Membership

| Judi Bartlett – Administrative Faculty | Danielle Hawkins – Communication Faculty |
| Carolyn Bynum – Administrative Faculty | Helen Mergenthal – Natural Science Faculty |
| Corinne Graves – Adjunct Sociology Faculty | Novel Yi – Art Faculty |
| Sherlyn A Farrish-Barner – Nursing Faculty/Chair & VCCS Liaison | |

Administrative Liaisons:
Laurie Bourne - Associate Vice-President for Human Resources
Dr. Jeanne Wesley – Vice President for Workforce
Acknowledgments:

The Diversity and Inclusion Council would like to sincerely acknowledge and thank the following Administrators, Faculty, and Staff for supporting the completion of this 2018 Annual Report:

Administrators:
- Dr. Janet Gullickson – President of Germanna Community College
- Dr. David A. Sam – Former President of Germanna Community College
- Dr. Jeanne Wesley – Vice President of Workforce
- Scott Kemp - Interim Vice-President for Student Success
- Laurie Bourne – Associate Vice-President Human Resources

College Marketing & Public Information Department:
- James Solomon - Graphic Designer

Faculty & Staff:
- Military and Veteran Services Center
- Pam Duff – Former Executive Assistant to the President
- Elizabeth Hunziker - Human Resources Recruitment Coordinator

Organizational, Planning, and Assessment Department:
- Dr. John Davis - Executive Director of Organizational, Planning, and Assessment
- Dr. Nicole Munday – Associate Director of Assessment
- Patricia Monical - Institution Effectiveness Research Analyst
- Brenda Levoy – Administrative Assistant/HR Generalist