

Challenge. Create. Connect.

COLBY COMMUNITY COLLEGE



Diversity and Inclusion Plan 2018-2022

Challenge. Create. Connect.

Introduction

Colby Community College is a two-year, public institution of higher education. Located in Colby, Kansas, the College is situated in the northwest part of the state in Thomas County and is approximately 50 miles from the Nebraska and Colorado borders. Once known as the Golden Buckle on the Wheat Belt, Thomas County is now also a leading producer of sustainable agriculture. Although not the largest county in the state by acres, Thomas County has more farmable acres than any other county in Kansas.

From a humble beginning of the 99 students in 1964, CCC now serves over 2,100 students annually. The College provides a diversity of academic options and has highly qualified and caring faculty and staff. In addition to an 80-acre main campus, CCC has a 60-acre farm utilized as a hands-on laboratory and training facility. The College also accommodates off-campus students at 24 locations in the 14-county service area through face-to-face, online, and hybrid courses. A number of studies (*SmartAsset, Wallethub, Aspen Institute, and the Chronicle of Higher Education*), conclude CCC is a solid educational investment.

Colby Community College has a strong history of student performance as noted on the Kansas Board of Regents Student Success Index and ranks among the best in graduation and retention rates for two-year public colleges. Colby Community College is governed by an elected six member Board of Trustees.

“As an international student, I expected to be scared and thought life was going to be difficult, being so far from home. However, the students, staff, and professors have made life so much easier on campus for me. I can always rely on the amazing team this school has to offer as they are eager to always help students.”
David Romer, Andros, Bahamas; Class of 2020

Institutional Mission:

Challenge students to adapt to a diverse society. Create opportunities for student growth. Connect student learning with professional experiences.

Institutional Vision:

CCC will be a national leader in academics and student success to transform the lives in the communities we serve.

In Support of the 2017-2022 CCC Strategic Plan Goal #5 to “Promote and Enhance a Diverse and Inclusive CCC Community”, The Diversity and Inclusion Plan was created through the Support of the Diversity Committee and campus constituencies

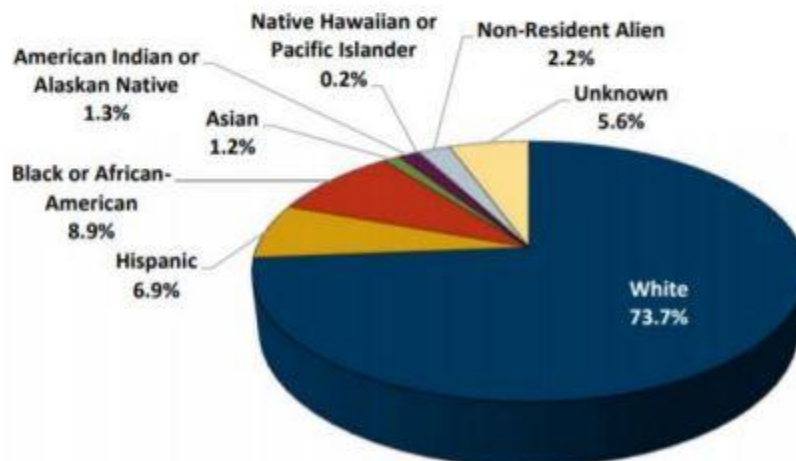
Student Body Demographics

**Enrollment by Race/Ethnicity
Academic Year 2011 - 2016**

Colby Community College

Race/Ethnicity	AY 2011	AY 2012	AY 2013	AY 2014	AY 2015	AY 2016	% Change AY 11 - 16
White	91.0%	88.6%	87.6%	90.1%	80.3%	73.7%	-14.0%
Hispanic	3.2%	3.9%	4.0%	3.0%	6.4%	6.9%	129.7%
Black or African-American	2.8%	3.0%	3.4%	2.5%	6.7%	8.9%	235.1%
Asian	1.0%	1.7%	2.1%	1.3%	1.4%	1.2%	19.0%
American Indian or Alaskan Native	0.4%	0.5%	0.6%	0.7%	0.8%	1.3%	250.0%
Native Hawaiian or Pacific Islander	0.1%	0.1%	0.3%	0.0%	0.2%	0.2%	100.0%
Two or More	0.0%	0.0%	0.0%	0.0%	0.5%	0.0%	NA
Non-Resident Alien	1.4%	2.2%	2.0%	2.0%	2.1%	2.2%	65.5%
Unknown	0.0%	0.0%	0.0%	0.3%	1.7%	5.6%	NA

**Enrollment by Race/Ethnicity
Academic Year 2016**



**Enrollment by Gender
Academic Year 2011 - 2016**

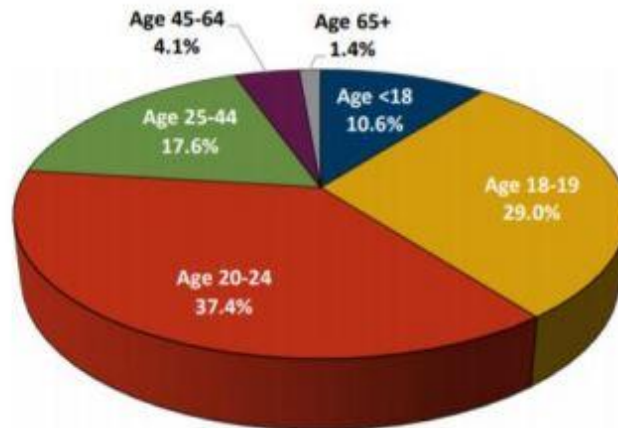
Gender	AY 2011	AY 2012	AY 2013	AY 2014	AY 2015	AY 2016	% Change AY 11 - 16
Female	1,289	1,225	1,295	1,269	1,243	1,313	1.9%
Male	685	693	688	658	640	824	20.3%
Unknown	38	5	7	4	23	0	NA
Total	2,012	1,923	1,990	1,931	1,906	2,137	6.2%

**Enrollment by Age
Academic Year 2011 - 2016**

Colby Community College

Age	AY 2011	AY 2012	AY 2013	AY 2014	AY 2015	AY 2016	% Change AY 11 - 16
<18	14.5%	12.9%	13.0%	11.7%	11.2%	10.6%	-22.3%
18-19	30.7%	30.6%	28.2%	30.1%	30.1%	29.0%	0.3%
20-24	25.2%	30.1%	28.9%	28.1%	32.4%	37.4%	57.6%
25-44	20.2%	18.5%	20.7%	22.2%	20.7%	17.6%	-7.4%
45-64	7.2%	6.2%	6.6%	6.0%	4.1%	4.1%	-39.6%
65+	2.3%	1.7%	2.6%	1.9%	1.5%	1.4%	-37.0%

**Enrollment by Age
Academic Year 2016**



Diversity Statement

Colby Community College is committed to creating a diverse and inclusive environment in which our students, faculty and staff learn and work.

Purpose

The purpose of the Diversity Committee is to promote a supportive and inclusive college that will recognize and encourage the unique individual and human differences among students, faculty, staff, and our communities.

Diversity Committee Leadership

The committee is a varied and well-rounded group composed of individuals with varied interests, experiences, knowledge, talents and institutional responsibilities.

Committee Composition
• Admissions Counselor
• Assistant Director of Residence/Student Life
• Athletic Director
• Biology Faculty
• Business Faculty
• Community Members
• Director of Human Resources
• Director of Outreach and Recruitment
• Executive Director of Student Affairs
• Guests
• Outside Partnerships
• Students
• TRIO Representative
• Vice President of Student Affairs

Guiding Principles

The Diversity Committee will strive to observe the guiding principles in every aspect of its purpose, goals and objectives.

- ✚ Intentional
- ✚ Knowledge
- ✚ Respect
- ✚ Collaboration/Communication
- ✚ Inclusion

Theme/Strategic Direction-Growth and Development

Committee Goal & Objectives

Goal

To facilitate awareness and education in order to promote a supportive and inclusive campus and community

Objective #1

Plan, facilitate, and promote monthly activities with an inclusive theme focused on education and awareness

Objective #2

Support innovative and inclusive teaching

Objective #3

Develop, recruit, and retain a diverse campus community

Calendar of Activities and Functions

August

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

September

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/ 30	24	25	26	27	28	29

October

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23/ 30	24/ 31	25	26	27	28	29

January

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

February

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28		

March

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24/ 31	25	26	27	28	29	30

April

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

August-Trojan Pride Month-Welcome to CCC!
 September- National Hispanic Heritage Month
 October-LGBT History and Domestic Violence Awareness
 November- Thankful for our Differences Month
 December-Universal Human Rights Month

January-Mental Wellness Month
 February-Black History Month/Diversity Month
 March-Women's History Month & Nat'l Nutrition Month
 April-Sexual Assault Awareness Month

*Highlighted dates indicate a diversity and/or inclusion event was held on campus or within the community.

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