El Paso Community College

Diversity Programs
Student Enrollment by Ethnicity

Spring 2009

- Hispanic: 85.58%
- Foreign: 8.01%
- White: 2.28%
- Am. Indian: 0.81%
- Asian/Pac. Isl.: 0.29%
- Black: 3.04%

Source: EPCC Student Banner Files. Data provided by the R & D Research Associate. Run Date: November 20, 2009
Prior to the Fall 2009 semester, the El Paso Community College Diversity Program convened a diverse group of over 70 professionals from throughout the community. Educators, healthcare professionals, elected officials and community leaders joined together to discuss how to better promote and foster a diverse environment at El Paso Community College. A follow-up session later in the Fall semester was hosted by the EPCC Diversity Program in conjunction with the EPCC Institutional & Community Planning Office.
This report details the discussion topics and input provided by the group of participants from the November 9, 2009, follow-up session. The participants provided their perspectives and expertise on the two major topic areas for the EPCC Diversity Program:

- Input and specific recommendations for the program's Mission and Vision statements
- Program Implementation recommendations
Volunteers from those present agreed to serve as advisors to the EPCC Diversity Program as members of an ongoing Diversity Council. The group agreed to re-convene in January, 2010, to begin work as a Council and to proceed toward implementation of the recommendation arrived at through dialogue and consensus.

~Executive Summary, Outcomes Report, Fall 2009
Among the significant elements of the dialogue from the November session was the need to support the Diversity Program in implementing concepts of diversity throughout the EPCC district, with support for programs serving students, faculty and staff, as well as the community at-large. A need for additional training in concepts and principles of diversity was discussed, as well as marketing the program to students, faculty and staff at all levels in increase knowledge and participation.

~Executive Summary, Outcomes Report, Fall 2009
## Council Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Position and Institution</th>
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</thead>
<tbody>
<tr>
<td>Acosta, Yvonne</td>
<td>Attorney, Scott Hulse Law Firm</td>
</tr>
<tr>
<td>Arras, Leticia</td>
<td>Claims Representative, State Farm Insurance</td>
</tr>
<tr>
<td>Cordell, Joyce Y.</td>
<td>Director, Marketing and Community Relations, EPCC</td>
</tr>
<tr>
<td>Farias, Dr. Jaime D.</td>
<td>Dean, Education, Career and Technical Education, EPCC</td>
</tr>
<tr>
<td>Flores, Dr. Benjamin</td>
<td>President’s Advisory Committee on Diversity, UTEP</td>
</tr>
<tr>
<td>Franco, Doroteo</td>
<td>Senior Advisor, Technology Resource Center, EPCC</td>
</tr>
<tr>
<td>Fulton, Jerome E.</td>
<td>Director, Budget Office, EPCC</td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
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<tr>
<td>Garcia, Dr. Mozella</td>
<td>Director, Student Success, Dona Ana CC</td>
</tr>
<tr>
<td>Giron, Dr. Jenny M.</td>
<td>AVP, Instructional Resource &amp; Technology, EPCC</td>
</tr>
<tr>
<td>Gomez, Christiane</td>
<td>Library Tech Service, Administrative Assistant, EPCC</td>
</tr>
<tr>
<td>Gross, Dr. Dolores</td>
<td>Director, Institutional and Community Planning, EPCC</td>
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<tr>
<td>Hernandez, Alex</td>
<td>Director, Human Resources Development, EPCC</td>
</tr>
<tr>
<td>Jaime, Art</td>
<td>Chief Professional Officer, Boys &amp; Girls Club of El Paso</td>
</tr>
<tr>
<td>Name</td>
<td>Position</td>
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<tr>
<td>Kalantarian, Enayatallah</td>
<td>Mathematics Instructor, EPCC</td>
</tr>
<tr>
<td>Lipscomb, Victoria D</td>
<td>CD Employee Relations, EPCC</td>
</tr>
<tr>
<td>Lopez, Maria E.</td>
<td>Asst. Director for Center for Students w/Disabilities, EPCC</td>
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<tr>
<td>Martinez, Dr. Miguel A.</td>
<td>Director, International Education, EPCC</td>
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<tr>
<td>Mooney, Mary L.</td>
<td>Sign Language Instructor, EPCC</td>
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<tr>
<td>Navedo, Lorena</td>
<td>Executive Chief of Staff, University Medical Center</td>
</tr>
<tr>
<td>Olsakovsky, Elaine M.</td>
<td>Health Professions &amp; Related Instructor, EPCC</td>
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<tr>
<td>Scott, Mary</td>
<td>Arts Instructor, EPCC</td>
</tr>
<tr>
<td>Servin, Dr. Eduardo R.</td>
<td>Manager, Upward Bound, EPCC</td>
</tr>
<tr>
<td>Urenda, Leticia</td>
<td>Manager, Student Services, EPCC</td>
</tr>
<tr>
<td>Vasquez, Daniel R.</td>
<td>Associate Director, Personnel Services, EPCC</td>
</tr>
<tr>
<td>Williams, Don</td>
<td>Attorney, Judge, Law Office of Donald Williams</td>
</tr>
<tr>
<td>Williams, Jamie</td>
<td>Education Director, El Paso Holocaust Museum</td>
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Goals for Session

I. An Evolving Concept: Defining Diversity
II. The Case for Institutional Diversity
III. Diversity in the Classroom: Special Topics & Diversity
IV. Engaging the Community: Diversity, Representation & Advocacy
V. Diversity on A Mission
An Evolving Concept: Defining Diversity

- What is Diversity?
- How would you define Diversity?
- Has Diversity come to be seen as simply a matter of race, ethnicity, or language?
An Evolving Concept: Defining Diversity

- What other types of Diversity exist in our community?
- Are we welcoming of Diversity as an institution and as a community?
- Do we address the needs of diverse populations or of people in our organizations? Why or why not? Can we do better?
The Case for Institutional Diversity

- How can a community college best reflect the concepts of Diversity being discussed?
- Does El Paso Community College appear to be welcoming of all forms of Diversity? Why or why not?
- What would you recommend to improve/build a more welcoming environment at EPCC for Students? For Faculty? For Staff?
The Case for Institutional Diversity

- How can these groups be engaged to develop Diversity Programs that identify and serve their needs?
- What can be done to promote inclusion and welcome input from diverse groups?
- What are other organizations doing that we can learn?
- How can we build on the experiences of other successful organizations that we perceive to be welcoming?
Diversity in the Classroom: Special Topics & Diversity in Action

- What strategies would you recommend for incorporating a more diverse and welcoming environment for EPCC students in the classroom?

- Be specific... WHAT would you do if you faced a situation where there was clearly some discrimination or hostility present?

- Would you KNOW what to do?
Diversity in the Classroom: Special Topics & Diversity in Action

- How can EPCC better address these issues?
- How would you explain the concepts of diversity to students?
- What concepts of Diversity should faculty most emphasize? How can faculty model these concepts?
- What would you recommend to incorporate these concepts into the classroom environment? What about the overall environment at EPCC?
Engaging the Community: Diversity, Representation & Advocacy

- Who should be included “Around the Table” that is not here or currently not involved?
- How can EPCC outreach to the broader community to reflect a welcoming and diverse environment?
- What do you perceive the barriers to be in outreaching to the community?
Engaging the Community: Diversity, Representation & Advocacy

a) What are the possibilities/potential partnerships that can be gained from this? Be as specific as possible.

b) What initiatives do you recommend EPCC undertake to reflect diversity and outreach to the broader community?
What would a model Diversity Program at EPCC look like?

Please read the EPCC Diversity Program Mission Statement. What would you recommend to revise/update this mission? Give some language/words that help up capture the concepts being discussed.
What representation would you recommend to help develop a model program(s)?

Please read the policy/procedure provided; based on this, is this an appropriate foundation from which to build an enhanced EPCC Diversity Program?
Diversity in Action

- A call to action. Are you willing to serve in some capacity in partnership with EPCC to help us build a more comprehensive Diversity Program?
- Faculty Committee to help integrate Diversity into syllabi and curriculum.
- Community members to serve as Program/Special Topics Advisors or Committee Members
Review Session

November 9, 2009
Goals for Session

I. Assess Current Mission and Vision Statements

II. Diversity in Action: Implementation

III. Establishment of a Permanent Diversity Council
Assess Current Mission and Vision Statements

Review/recommend changes/additions to current statements
Diversity in Action: Implementation

- Recruitment and retention of a more diverse faculty, staff, and student body
- Training/Workshops
- Creating diversity in the curriculum and instruction
- Marketing and materials
Establishment of a Permanent Diversity Council

a) Selection of 2-3 individuals from each group to be developed as a Diversity Council

b) Explore the survey
First Diversity Council Meeting

January 29, 2010
I. Member Roles and Responsibilities

II. Finalization of the Mission and Vision Statements

III. Acceptance of Two Recommendations
Member Roles and Responsibilities

- Support the efforts and projects of the EPCC Diversity Programs
- Share information and expertise on developing trends, issues, and information of significant to the success of Diversity
- Be a resource (by sharing talents, expertise, contact, networks) to the Diversity Programs
Member Roles and Responsibilities

- Make recommendations to the College regarding Diversity
- Be an overall advocate of the Diversity Programs throughout the College and the Community at large
Roles and Responsibilities

- Council Member
  - Support
  - Liaison to Diversity
  - Participant
  - Resource
  - Advocate
  - Recommendations
The mission of Diversity Programs is to recognize, cultivate, preserve, and respect our differences and foster positive and inclusive personal and professional opportunities.

OLD:
The mission of Diversity Programs is to establish, cultivate, preserve, and support diversity and to foster positive and inclusive personal and professional opportunities.
Diversity Programs aims to promote an environment of mutual respect, tolerance, and equity, increase cultural awareness, embrace our differences, and share the wealth of backgrounds, cultures, talents and interests of our institution and the community it serves.

OLD:
Diversity Programs aims to promote an environment of mutual respect and equity, increase cultural awareness, embrace ethnic differences, and share the wealth of backgrounds, cultures, talents and interests of our community.
Recommendations

I. Marketing *EPCC Spirit of Diversity*

II. Student Learning Outcome Proposal
We, the faculty, staff, and students of El Paso Community College are committed to the philosophy and principles of a Learning College. As such, we affirm and embrace the following core values.

- **COMMUNICATION**
  We value and encourage the open, interactive exchange of thoughts and ideas.

- **COMPETENCE**
  We value excellence as our standard in teaching and learning.

- **INTEGRITY**
  We value honesty, ethical behavior, and professionalism in meeting our mission.
We, the faculty, staff, and students of El Paso Community College are committed to the philosophy and principles of a Learning College. As such, we affirm and embrace the following core values.

- **PERSONAL GROWTH**
  We value the journey of faculty, staff, and students in becoming more conscious, productive, and contributing members of the community.

- **RESPECT**
  We honor and value each other in our diversity.

- **STUDENT SUCCESS**
  We value a learning environment that enables students to succeed.

- **TRUST**
  We value relationships based on honesty, reliability, and compassion.
Program Goal: Enrich and Continue to Strengthen EPCC’s Core Values

Introduce and promote EPCC SPIRIT of Diversity. Slightly rearrange the EPCC Core Values and the acronym is created.

- COMMUNICATION
- COMPETENCE
- STUDENT SUCCESS
- PERSONAL GROWTH
- INTEGRITY
- RESPECT
- INSPIRATION* (Adopted by Council)
- TRUST
<table>
<thead>
<tr>
<th>Student Learning Outcomes #4</th>
<th>Assessment Instrument(s)</th>
<th>Assessment Example</th>
<th>Assessment Criteria</th>
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<tbody>
<tr>
<td>Demonstrate knowledge of diversity and contemporary issues, and managing diversity in the workplace.</td>
<td>Group exercises for the purpose of student interaction in the workplace. Table top exercises designed to measure critical thinking of contemporary issues and diversity in the workplace.</td>
<td>Develop a checklist to assess the critical elements of the table top or mock exercise to determine if SLO is being met. Compare results to assessment criteria.</td>
<td>Success is achieved if 90% of students achieve the student learning outcome with a score of 80% or higher during the assigned “assessment” activity. Learning outcome is not achieved if these criteria are not met.</td>
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Native American Heritage Display
November

Community Law Day
Aug. 22, 2009

Documentary Film
Including Samuel
January 25, 2010

Student Success Workshop
Sept. 21, 2009 &
Feb. 4, 2010

Holiday Display
December to January

2009-2010 Events to Date
2009 Hispanic Heritage

Various Campus Activities
El Paso Community College, Diversity Programs and the Hispanic Heritage Committee recognized these individuals and group for their contribution to the Hispanic Community of El Paso.

Mr. John Padalino, Special Assistant, USDA, Rural Development

MG Bromberg accepting on behalf of Team Bliss (Ft. Bliss, TX)

Mr. Ken Miyagishima, Mayor, Las Cruces, NM

Dr. Carmela Morales Chief of Staff, UMC El Paso
Black History Month Display (February)
Women’s History Month Display (March)
Women’s Conference (March 27)
2nd Annual Diamond Awards (March 30)
Survey Distribution (ongoing spring semester)
International Jamboree (Spring)
Guest speaker: Dr. Vodounou (April 9)
Diversity Survey Results and Second Council Meeting (April)
Asian Pacific Heritage Display (May)
Caribbean Heritage Display (June)
Hispanic Heritage, Mexican Revolution Centennial Celebration (Fall)
This year’s planning is underway and promises to be an even larger celebration as we will be commemorating the Mexican Revolution Centennial by hosting film presentations, a conference with a variety of workshops, and closing once again with our highly anticipated Mentor’s Luncheon.

- El Prisionero 13, 1933
- El Compadre Mendoza, 1934
- Vamonos Con Pancho Villa, 1936
- Maria Candelaria, 1944
- La Cucaracha, 1959
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