



Memorandum

To: Dr. Cecil Groves, President

From: Delos Monteith, Institutional Planning and Research Officer
Chuck Reece, Director of Human Resources and Facility Development

Date: November 8, 2005

Subject: Diversity Plan

We have reviewed the Southwestern Community College Diversity Plan and the Affirmative Action Program. Minor revisions were made to the plan during this review.

An analysis of the SCC Workforce, including representation of females and ethnic minorities, was undertaken. Included in this analysis was a comparison of the SCC applicant pool with the demographics of the service area. An in-depth analysis of the full-time positions filled during Fiscal Year 2004-2005 was conducted to ensure that discriminatory hiring practices did not exist.

Based upon this review, our findings do not indicate any problems concerning the hiring and promotion practices of the college. While the representation of ethnic minorities is low, it is not significantly different from that found in the college's service area.

Based upon additions to our committee last year, we had a very active committee with increased activity on campus. We look forward to even more cultural awareness and sensitivity activities and seminars in 2005-2006. The committee has called together other clubs, organizations, and departments on campus to facilitate and collaborate on these issues.

