## Triton College Diversity Plan

**Triton’s Diversity A³: Appreciation * Adaptation * Achievement**

**Progress Report**

### Department/Area Designated to Address Recommendation:
Student Government

Quincy Martin, Dean of Student Services

### Recommendation:

1.1.1. Develop a customized version of Triton’s Diversity A³ to apply to each of the College’s constituencies, in order to ascertain how diversity affects their work in engaging positive contributions. It is recommended that committees develop the application of Diversity objectives Appreciation, Adaptation, and Achievement to the contexts of each of the internal constituency groups. It is expected that this would be a short-term process requiring one to two meetings for the committees.

### Progress to date on meeting Performance Measure(s):

Diversity plan was distributed to the Triton College Student Association and discussed at the student leadership retreat.

Diversity plan was distributed to Student Services Directors to share with their individual departments and discuss for further implementation. Information is also shared at annual Student Services retreat.

### Benefits to students and staff:

Students will gain valuable information and insight to diverse group characteristics, such as cultural, disability, gender, age, and sexual orientation.

### Costs anticipated: $0
Costs expended: $0
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Vice President of Business Services

Sean Sullivan, Vice President of Business Services

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<tr>
<th>Recommendation:</th>
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<tbody>
<tr>
<td>1.1.2. Diversity in external contracts</td>
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<tr>
<th>Progress to date on meeting Performance Measure(s):</th>
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<tr>
<td>Triton College continues to encourage and measure the improvement of contracts issued to minorities, women, veterans and disabled vendors.</td>
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<tr>
<th>Benefits to students and staff:</th>
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<tr>
<td>Diversity is enhanced when all areas of the college focus on achieving a varied representation in their collective actions. Vendor contracting is no different.</td>
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<thead>
<tr>
<th>Costs anticipated:</th>
<th>None</th>
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<tr>
<td>Costs expended:</td>
<td>None (Specialized)</td>
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Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Professional Development Center

Jonathan Paver, Executive Director of Professional Development Center

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<tr>
<th>Recommendation:</th>
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<tr>
<td>1.2. Strengthen Triton’s Diversity A³ into the institutional performance standards.</td>
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<tr>
<th>Progress to date on meeting Performance Measure(s):</th>
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<tr>
<td>The topics of the Diversity Plan, Triton’s Diversity A³, and Performance Standards have been added into the agenda for the New Employee Welcome Session that is held monthly. The first New Employee Welcome Session will be held on May 5, 2009. The revised New Employee Orientation Program requires all new employees to attend the Welcome Session. In addition, it will be recommended by the Professional Development Center that these same three topics are added to the New Full-time Faculty Orientation and the New Adjunct Faculty Orientation programs starting with the Fall 2009 semester.</td>
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<tr>
<th>Benefits to students and staff:</th>
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<tr>
<td>Students will be benefitted by this recommendation through building awareness with new employees of Triton’s commitment to diversity. In addition, new employees will have a structured introduction to these initiatives and gain knowledge of the resources that are available to them.</td>
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<tr>
<th>Costs anticipated:</th>
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<tr>
<td>$500/month for Breakfast with the President</td>
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<thead>
<tr>
<th>Costs expended:</th>
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<tr>
<td>$0</td>
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Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Professional Development Center

Jonathan Paver, Executive Director of Professional Development Center

Recommendation:

1.2.2. Continue to provide professional development for new and current employees on Triton’s Diversity A³.

Progress to date on meeting Performance Measure(s):

Triton’s Diversity A³ has been integrated into all Customer Service training during this reporting period. These workshops were held in July 2008, February 2009, and April 2009 and were attended by 14 people. In addition, the PDC offered a Diversity Dialogues workshop on Racial & Ethnic Identity in November 2008 that was attended by 6 people.

The Professional Development Center also provided financial support to two events in April; the Minority Faculty and Staff Reception and the play, Incognito.

Benefits to students and staff:

Students will benefit through the delivery of enhanced customer service. Members are benefitted through the integration of diversity discussions into PDC training programs and through special events/programs that support our diverse faculty and staff.

Costs anticipated: $0
Costs expended: Minority Faculty/Staff Reception - $350; Incognito - $2,000
**Triton College Diversity Plan**  
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**Progress Report**

**Department/Area Designated to Address Recommendation:**  
Professional Development Center

Jonathan Paver, Executive Director of Professional Development Center

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<tr>
<td>1.2.3. Continue to provide professional development for supervisors to support the continuity of the Diversity initiatives and efforts, including training for the assessment of performance of staff on Triton’s Diversity A³.</td>
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<th><strong>Progress to date on meeting Performance Measure(s):</strong></th>
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<td>Although there were not specific workshops or training activities that occurred during this reporting period, the recently approved Supervisor’s Academy will provide the College with a vehicle to offer this professional development. These topics will be integrated into the curriculum of the Supervisor’s Academy that is schedule to begin in the fall of 2009.</td>
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<th><strong>Benefits to students and staff:</strong></th>
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<tr>
<td><strong>Costs anticipated:</strong> $0</td>
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<td><strong>Costs expended:</strong> $0</td>
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Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Human Resources

Sean Sullivan, Vice President of Business Services

**Recommendation:**
1.3.1. Diversity in employment recruitment

**Progress to date on meeting Performance Measure(s):**

Various specialized areas of advertising for open employment positions continue to be an option emphasized by Human Resources.

**Benefits to students and staff:**

A diverse staff encourages and demonstrates support for specialized classifications.

**Costs anticipated:** None
**Costs expended:** None (Specialized)
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Research Office

Panos Hadjimitsos, Associate Vice President of Institutional Advancement

**Recommendation:**

1.4.2. Educate the College community on the characteristics of our district and communities and student body to enhance the appreciation of diversity and the relevance of the Diversity Plan to the College’s mission.

**Progress to date on meeting Performance Measure(s):**

The Research Office makes available a number of reports to the college on its Intranet page, including the 10th Day Report and the Underrepresented Groups Report.

The 10th Day Report provides a snapshot of the student body’s demographics.

The Underrepresented Groups Report captures the various diversity initiatives across campus, initiatives which address special needs of special groups of our students.

The office, with the assistance of the Grants Development area, completed two short articles for incorporation in the college’s publications to the district and the student community.

**Benefits to students and staff:**

The reports clearly communicate to interested parties the diversity of the student body and can be used to inform quests for special needs of a disaggregated student body.

The articles will invite the community to an ongoing dialog with the school about the community’s needs and expectations from Triton.

**Costs anticipated:** $0
**Costs expended:** $0
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Research Office

Panos Hadjimitsos, Associate Vice President of Institutional Advancement

**Recommendation:**

1.5.1. Assess recruitment strategies that work best for different types of students.

**Progress to date on meeting Performance Measure(s):**

The Research Office has been intimately involved with the Strategic Enrollment Management (SEM) Committee, its Retention Subcommittee, and the Achieving the Dream (AtD) initiatives.

For the SEM initiative, the Research Office conducted two SWOT analyses, which documented the college’s perception of student, faculty and staff diversities as its strengths and the diversity of the district’s municipalities.

For the Retention subcommittee, the Research Office resurrected an improved version of the grades report and couched it in terms of success rates, i.e., the number of students completing a course with a C or better grade.

For the AtD initiative, in addition to collaborating with the grants area to generate the grant application, the Research Office is conducting a readiness assessment and is gearing up for this major undertaking.

**Benefits to students and staff:**

Allows the college to disaggregate its services and to customize them for the specific needs its component constituency may have.

**Costs anticipated:** One or more FTEs for FY2010 to support AtD.

**Costs expended:**
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Triton’s Diversity A³: Appreciation * Adaptation * Achievement
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Department/Area Designated to Address Recommendation:
Enrollment Services

Mary-Rita Moore, Dean of Enrollment Services

**Recommendation:**

1.5.1. Assess recruitment strategies that work best for different types of students.

**Progress to date on meeting Performance Measure(s):**

The Director of Admissions Services has developed a new outreach plan to include recruitment initiatives for the various populations of students. Additionally, we have offered the registration days focused on bringing in new students to register for courses, as well as encouraging current students to continue at the college. For each registration bonanza, we have done a debriefing to assess how we might improve the activity.

These will be integrated into the committee work of the SEM.

**Benefits to students and staff:**

It’s important for staff to be mindful of our students’ diverse backgrounds and how we can best serve them.

**Costs anticipated:**
**Costs expended:**
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
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Department/Area Designated to Address Recommendation:
Enrollment Services

Mary-Rita Moore, Dean of Enrollment Services

Recommendation:

1.5.2. Customize recruitment strategies for different student groups

Progress to date on meeting Performance Measure(s):

Variety of strategies was and continues to be utilized for different groups. Examples include: New Directions Orientation Program: Orientation program targeted for students transitioning from Adult Education into credit programs. Level of participation and survey results were used for measure of success. Attending college fairs, high schools, campus visit days, open house for high school market. Offering community information sessions, parades, festivals, open house, unemployed information session, business visits, hospital visits, faith-based presentations, financial aid community day for adult and community market. Offering specialized visit days for Latino, Black History and Polish student markets.

Benefits to students and staff:

Offering a variety of opportunities on and off campus to reach out to prospective students and to continue promotion and awareness of college programs and services.

Costs anticipated: Utilized area budget
Costs expended: Utilized area budget
Department/Area Designated to Address Recommendation:
Enrollment Services

Mary-Rita Moore, Dean of Enrollment Services

**Recommendation:**

1.5.3. Provide basic institutional information in the languages most dominant in our district.

**Progress to date on meeting Performance Measure(s):**

We are continuously monitoring and updating each area’s websites to include the most current information that students might find useful. Additionally, we offer an orientation program for new students; this program provides basic information through presentations and print materials about our college. We are continuing to investigate ways to translate all general materials into other languages. We are hampered by no solution regarding Spanish translation options for printed materials. The college does use the Google application that allows the translation of information on the website. One financial aid brochure has been translated and is available for our Polish student population.

**Benefits to students and staff:**

This is beneficial for family and students to introduce the services of the college.

**Costs anticipated:** Need resource for Spanish translation
**Costs expended:** Utilized area budget
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Marketing

Marge Stabile, Vice President of Institutional Advancement

Recommendation:

1.5.3. Provide basic institutional information in the language most dominant in our district.

Progress to date on meeting Performance Measure(s):

The marketing department creates brochures in Polish and Spanish. Our TV commercials are translated into Spanish and run on Spanish TV stations. We also advertise on Spanish radio. We place ads in the Polish newspaper.

Also, the web site has a Google translate option for those who wish to have our web translated into the language of your choice.

An article was published in the May issue of the Twelve regarding diversity.

Benefits to students and staff:

The marketing of the college’s information in multiple languages shows that the college is responsive to the diverse community we serve.

Costs anticipated:
Costs expended:
Department/Area Designated to Address Recommendation:
Enrollment Services

Mary-Rita Moore, Dean of Enrollment Services

Recommendation:

1.5.4. Have resources and mechanisms in place to be able to provide college information in different formats according to the needs and preferences of prospective and current students of diverse backgrounds. Ideas include the development of an institutional list of “on-call” bilingual staff members that can be used as resources as needed.

Progress to date on meeting Performance Measure(s):

We are developing a way to streamline the gathering of materials and information from other departments that we might be able to use in the Welcome Center. Additionally, we have bilingual person on staff in the Welcome Center, Call Center, and Financial Aid office to assist students that might otherwise encounter language barriers. The Counseling Office provides support groups for various student groups including the Women’s re-entry program and African American Women’s support group.

Recognizing that many Triton students do not have college navigation support available to them, the Financial Aid Student Center was opened last spring to provide all students one-on-one assistance in financial aid application processes. Financial Aid Information Sessions are offered monthly to provide students information on financial aid options available to them. This session is offered in English, Polish, and Spanish.

Benefits to students and staff:

Meeting the needs of students and family while making the college a welcoming and inviting place to attend.

Costs anticipated:

Costs expended:
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Student Services

Quincy Martin, Dean of Student Services

Recommendation:

1.5.4. Have resources and mechanisms in place to be able to provide College information in different formats according to the needs and preferences of prospective and current students of diverse backgrounds. Ideas include the development of an institutional list of “on-call” bilingual staff members that can be used as resources as needed.

Progress to date on meeting Performance Measure(s):

Student Services has bilingual staff in the languages of Italian, American Sign Language, and Spanish should interpreters be needed. To date, there are no Polish speaking staff within the Division; however, Student Services collaborates across divisions and departments to ensure that this need is met if necessary.

Benefits to students and staff:

Students will gain easier access to all services of the College.

Costs anticipated: $0
Costs expended: $0
Department/Area Designated to Address Recommendation:
Adult Education

Karen Scheffels, Dean of Adult Education

**Recommendation:**

1.5.4. Have resources and mechanisms in place to be able to provide College information in different formats according to the needs and preferences of prospective and current students of diverse backgrounds. Ideas include the development of an institutional list of “on-call” bilingual staff members that can be used as resources as needed.

**Progress to date on meeting Performance Measure(s):**

While the Adult Education Department serves students from many language groups, the majority of students either speak Polish or Spanish. The following steps have been taken to address the needs of these students:

1. Recruitment materials are printed in Spanish, Polish, English and Ukrainian
2. Bilingual staff available during office hours to meet the needs of Polish and Spanish speakers
3. Bilingual staff is available during testing and registration to meet the needs of Polish and Spanish speakers
4. Bilingual faculty teach many of the classes. Languages include French, Chinese, Polish, Ukrainian, Spanish, and others.

**Benefits to students and staff:**

By having bilingual staff we are able to demonstrate sensitivity to the students. Having bilingual staff also broadens the staff’s world view and helps in better understanding the culture of others.

**Costs anticipated:**

**Costs expended:**
**Triton College Diversity Plan**
**Triton’s Diversity A³: Appreciation * Adaptation * Achievement**
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**Department/Area Designated to Address Recommendation:**
Human Resources

Sean Sullivan, Vice President of Business Services

| **Recommendation:**  
| 1.5.4. Diversity of on call “Bi-lingual” staff in Human Resources |

| **Progress to date on meeting Performance Measure(s):**  
| Bilingual and multilingual staff have been retained or resources are available to Human Resources on an as needed basis. |

| **Benefits to students and staff:**  
| Diversity in communication skills help students and staff feel welcome, therefore increasing and encouraging further campus diversity. |

| **Costs anticipated:** None  
| **Costs expended:** 10% adjustment in compensation may be required |
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Marketing

Marge Stabile, Vice President of Institutional Advancement

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<th>Recommendation:</th>
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<tr>
<td>1.5.5. Ensure that the college’s marketing campaign is sensitive to all potential student populations and includes a broad framework for inclusion.</td>
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<th>Progress to date on meeting Performance Measure(s):</th>
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<td>Through the execution of the annual GoToMarket plan, the marketing campaign strives to target the extremely diverse population of our district and of the college. Advertisements are placed on TV and Radio stations to reach targeted demographics. Print ad’s and publications portray pictorially a blend of our student population</td>
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<tr>
<th>Benefits to students and staff:</th>
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<tr>
<td>The marketing campaign does provide a broad framework for students to feel included. Advertisements depict the diversity of the college.</td>
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<th>Costs anticipated:</th>
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<td>Costs expended:</td>
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Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
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Department/Area Designated to Address Recommendation:
Human Resources

Sean Sullivan, Vice President of Business Services

Recommendation:

1.6.1. Explore costs of access to benefits for domestic partners.

Progress to date on meeting Performance Measure(s):

Absent survey data on full-time employee’s life-partner or domestic partner status; and, absent any limitations on the establishment of a definition of a domestic partner, either by the Triton College Board or by operation of Illinois Law, we must assume that the single members of the health plan all become eligible for benefits.

Measuring only the colleges’ Health insurance benefits (and considering no other benefits for the purpose of this review) with 40% of the Health plan occupied by “single” members, the proposed increase to the Health plan only would be $2,330,000.

Benefits to students and staff:

Costs anticipated: $2,330,000
Costs expended: None
Triton College Diversity Plan
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Progress Report

Department/Area Designated to Address Recommendation:
Enrollment Services

Mary-Rita Moore, Dean of Enrollment Services

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<th>Recommendation:</th>
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<tr>
<td>2.1. Integrate Triton’s Diversity A³ into proactive support programs such as the Ambassador Program and the Student Ambassador Program.</td>
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<tr>
<td>The Enrollment Services division is currently in the process of reviewing and revising the Ambassador program to best utilize the talents of our colleagues. This program will include a training component to assist the Ambassadors in providing ways to address the needs of our diverse student population.</td>
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<th>Benefits to students and staff:</th>
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<tr>
<td>This will enable employees to receive regular and continuous awareness training.</td>
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<th>Costs anticipated:</th>
<th>Utilized area budget</th>
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<tr>
<td>Costs expended:</td>
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Trinity College Diversity Plan
Trinity’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Student Services

Quincy Martin, Dean of Student Services

Recommendation:

2.1. Integrate Trinity’s Diversity A³ into proactive support programs such as the Ambassador Program and the Student Ambassador Program.

Progress to date on meeting Performance Measure(s):

Diversity training was implemented into the Student Ambassador Program as part of the core workshops.

Benefits to students and staff:

Students will gain valuable information and insight to diverse group characteristics, such as cultural, disability, gender, age, and sexual orientation.

Costs anticipated: $0
Costs expended: $0
Department/Area Designated to Address Recommendation:
Student Services

Quincy Martin, Dean of Student Services

Recommendation:

2.1.1. Provide opportunities for students from diverse backgrounds to serve as mentors and Ambassadors to prospective and current students from diverse backgrounds. A specific idea is to provide the opportunities for students with disabilities to learn from other students with disabilities how to navigate the College system, resources, and services. The same principle can be applied to other dimensions of diversity, specifically age (i.e., adult students), religion, and sexual orientation.

Progress to date on meeting Performance Measure(s):

Participation rates of diverse students in student programs, including mentoring, Ambassador program.

Students from diverse backgrounds, including those with disabilities were encouraged to participate in the Student Ambassador Program. A diverse pool of students did apply and participate.

The Triton College Student Association also actively participates and encourages the promotion of mentorship through their various committee structures.

Student clubs and organizations from diverse backgrounds are encouraged to provide (and have provided) opportunities to serve as mentors and Ambassadors for various events centered on diversity.

Benefits to students and staff:

Students will gain valuable information and insight to diverse group characteristics, such as cultural, disability, gender, age, and sexual orientation.

Costs anticipated: $0
Costs expended: $0
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Center for Students with Disabilities

Quincy Martin, Dean of Student Services

Recommendation:

2.1.1. Provide opportunities for students from diverse backgrounds to serve as mentors and Ambassadors to prospective and current students from diverse backgrounds. A specific idea is to provide the opportunities for students with disabilities to learn from other students with disabilities how to navigate the College system, resources, and services. The same principle can be applied to other dimensions of diversity, specifically age (i.e., adult students), religion, and sexual orientation.

Progress to date on meeting Performance Measure(s):

The Center for Students with Disabilities (CSD) actively encourages the participation and active membership of its students in campus activities and student-centered programs and events. Additionally, CSD continues to use staff and students with disabilities to serve as role models and leaders within the department of CSD as well as campus clubs/organizations, and campus wide initiatives.

Benefits to students and staff:

Students will gain valuable information and insight to diverse group characteristics, such as cultural, disability, gender, age, and sexual orientation.

Costs anticipated: $0
Costs expended: $0
**Triton College Diversity Plan**  
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**Department/Area Designated to Address Recommendation:**  
Student Services  
Quincy Martin, Dean of Student Services

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<tr>
<td>2.2.1. Help student organizations in the development of succession plans and the development of their membership.</td>
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<tr>
<td>CampusNet meetings (designed specifically for student clubs and organizations) are held biweekly to ensure that all training needs, which include, but are not limited to leadership development, team-building, membership recruitment, diversity, etc. are regularly implemented. Specific trainings not offered through CampusNet are facilitated through the Office of Student Life or by the Dean of Student Services.</td>
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**Benefits to students and staff:**  
Students will gain valuable information and insight to diverse group characteristics, such as leadership, cultural, disability, gender, age, and sexual orientation.

| Costs anticipated: $500  
Costs expended: $500 |
Department/Area Designated to Address Recommendation:
Student Services

Quincy Martin, Dean of Student Services

**Recommendation:**

2.2.2. Promote higher involvement in multiple student organizations to give students the opportunity to interact with a variety of students with diverse interests. Communicate to students that short and long term benefits of actively participating in student life.

**Progress to date on meeting Performance Measure(s):**

Outreach initiatives from Student Life and Student Services personnel have helped increase the diverse involvement which can be seen in the organizational membership of the Triton College Student Association. This group is highly diverse with representation from the LGBT population, cultural, and non-traditional students. This is just one example of the many student organizations that have fostered the same type of involvement this past year.

Additionally, the Dean of Student of Services has implemented collaborative funding for all student clubs and organizations. Funding is available for student clubs and organizations that collaborate with one or more campus clubs. Funding must meet one of the following core principles of student involvement: Cultural, Service, Education, and/or Leadership.

**Benefits to students and staff:**

Develop activities that, over time, will establish Triton College traditions and contribute to students’ personal, cultural, social, educational, or career development; and, help organizations develop new programs that have a chance at significant campus impact and promote development of diversity in the campus community.

| Costs anticipated: $10,000 |
| Costs expended: $6,000 |
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Student Services

Quincy Martin, Dean of Student Services

Recommendation:

2.2.3. Facilitate the communication between student organizations and the rest of the College community.

Progress to date on meeting Performance Measure(s):

Various communication tools have been utilized to facilitate communication between student organizations and the rest of the College community. These include, but are not limited to, Fifth Avenue Journal, Page One, etc.

Benefits to students and staff:

Students will gain valuable information and insight to diverse group characteristics, such as cultural, disability, gender, age, and sexual orientation.

Costs anticipated: $0
Costs expended: $0
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Enrollment Services

Mary-Rita Moore, Dean of Enrollment Services

Recommendation:

2.3. Promote and support the participation of all in the College community in activities that enhance our appreciation of diversity. The support for participation in diversity enhancing events and programs is to be given a priority and considered part of the Triton experience, both for students and staff.

Progress to date on meeting Performance Measure(s):

Enrollment Services Administrators support various student initiatives including participation in cultural events, attendance at athletic events, serving at student festivals, etc. Additionally, the Enrollment Services Administrators encourage and invite their staff to also participate.

Benefits to students and staff:

Both students and staff benefit from engaging and interacting with campus events offerings.

Costs anticipated: Utilized area budget
Costs expended: Utilized area budget
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
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Department/Area Designated to Address Recommendation:
Continuing Education

Paul Jensen, Dean of Continuing Education

Recommendation:

2.3. Promote and support the participation of all in the College community in activities that enhance our appreciation of diversity. The support for participation in diversity enhancing events and programs is to be given a priority and considered part of the Triton experience, both for students and staff.

Progress to date on meeting Performance Measure(s):

Triton hosted the 2009 Women’s Conference on March 5. Participating high schools had high minority representation and included East and West Leyden, the Proviso Math and Science Academy, Guerin Preparatory, Ridgewood, and Elmwood Park. Featured speakers included Triton College president Dr. Patricia Granados, Univision Community Relations Director Luisa Echevarria, and Maureen O’Brien, president of O’Brien and Sons, Inc.

Benefits to students and staff:
Approximately 200 women attended the one day event highlighting non-traditional career choices and workshops on how women can succeed in the workplace. Breakout sessions included career options and professional tracks:

- Law Enforcement
- Retail Leadership
- Federal Aviation Administration
- Business Careers
- Engineering
- Career Decision-making
- Building Your Financial Future
- Business Etiquette
- Ways We Communicate
- Women’s Health
- Grown Up and Don’t Know What To Do

Costs anticipated: $7500
Costs expended: $7500
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Professional Development Center (Center for Teaching Excellence and Title III)

Jonathan Paver, Executive Director of Professional Development Center

Recommendation:

2.4. Continue to provide additional resources for faculty development focused on the development of diversity sensitive curricula. It is recommended that resources be specifically allocated for the creative and effective support of the integration of diversity into curricula and teaching practices, including invited guest speakers and teaching/learning resources. Center for Teaching Excellence to be included

Progress to date on meeting Performance Measure(s):

Through the evaluation of Title III’s “Strengthening Institutions” Grant data has been collected and analyzed demonstrating that instructors who have participated in professional development activities emphasizing promoting diversity in the classroom are significantly more likely to incorporate into their curricula diversity-promoting activities than instructors who have not participated in such professional development opportunities. The documented evidence demonstrates that professional development can be a significant factor in promoting diversity in the classroom.

The Center for Teaching Excellence will be a key player in providing resources for faculty in the development of diversity sensitive curricula.

Benefits to students and staff:

Through structured training instructors will learn and implement strategies that will promote diversity, thus increasing the likelihood that students in these courses will experience situations that foster diversity.

Costs anticipated: $3000
Costs expended: $0
**Triton College Diversity Plan**  
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**Department/Area Designated to Address Recommendation:**
Research Office

Panos Hadjimitsos, Associate Vice President of Institutional Advancement

**Recommendation:**

2.4. Continue to provide additional resources for faculty development focused on the development of diversity sensitive curricula. It is recommended that resources be specifically allocated for the creative and effective support of the integration of diversity into curricula and teaching practices, including invited guest speakers and teaching/learning resources. Center for Teaching Excellence to be included.

**Progress to date on meeting Performance Measure(s):**

The Research Office provides support by fulfilling data requests as needed. For example, disaggregated life sciences students along ethnic/racial dimensions in support of grant applications such as that in collaboration with Dominican University. Publish and distribute updated data on the district’s demographics and population and industry trends.

The office also conducts and distributes results of student and staff surveys that include information on intercultural interaction and perceptions of the campus diversity environment. The most current data will be derived from the 2006 CCSSE and Campus Climate survey results, but the results of the 2009 CCSSE and CCFSSE (for faculty) will be available in the fall of 2009.

**Benefits to students and staff:**

Students and staff benefit from having the latest information and a better understanding of the Triton College population and district make-up, along with current trends and the possible effects of those trends on the college and the student. Areas covered from both faculty and students include communications and services afforded to all demographic groups on campus, including students with disabilities, different ethnic groups, different socio-economic groups, and students of different age and gender groups. These surveys also give a statistically significant reading on the student and faculty perceptions of race relations on campus, and a comparison of our population’s perceptions to other campuses in the state and around the nation.

**Costs anticipated:** The CCSSE survey is programmed to be administered every two years, at a cost of $8,000 per year administered.

**Costs expended:** $11,000 was expended on the 2009 CCSSE and CCFSSE surveys this year.
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Department/Area Designated to Address Recommendation:
Professional Development Center

Jonathan Paver, Executive Director of Professional Development Center

Recommendation:

2.4.1. Consideration should be given to a train-the-trainer strategy to have faculty work with other faculty and support the long-term implementation of the integration of diversity into the curricula. Faculty small group discussions on diversity issues in the classroom are recommended as a strategy to effectively expand knowledge on the issues.

Progress to date on meeting Performance Measure(s): 

No specific action related to this recommendation during this reporting period.

Benefits to students and staff:

Costs anticipated:
Costs expended:
Triton College Diversity Plan
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Department/Area Designated to Address Recommendation:
Professional Development Center, Center for Teaching Excellence

Jonathan Paver, Executive Director of Professional Development Center

Recommendation:

2.4.2. Develop communications that increase awareness and appreciation of diversity issues in education among faculty. Ideas include a monthly newsletter, testimonials from faculty on issues they have faced and how they have addressed them, and other examples of experiences with diversity in the classroom with a focus on adaptation and solutions.

Progress to date on meeting Performance Measure(s):

Dissemination of information is vital to the mission of Triton’s Center for Teaching Excellence (CTE). Within its design plan, the CTE proposes implementing various strategies that will promote the sharing of ideas. This includes workshops, seminars, teaching circles, reading circles, web pages, and newsletters. Any of these can serve as effective avenues for addressing issues pertaining to increasing an awareness and appreciation for diversity amongst faculty.

Benefits to students and staff:

Faculty will get useful training and advice from people experienced with promoting diversity. This will result in the implementation of strategies that are most conducive to fostering in students a greater awareness and appreciation for diversity.

Costs anticipated: $500
Costs expended: $0
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Department/Area Designated to Address Recommendation:
Professional Development Center, Women/Gender Studies Committee, Center for Teaching Excellence

Jonathan Paver, Executive Director of Professional Development Center

Recommendation:

2.4.3. Special training should be provided for the College Curriculum Committee, Academic Deans, faculty and curriculum development support staff to develop knowledge and skills in diversity sensitive curricula.

Progress to date on meeting Performance Measure(s):

It is expected that the newly formed Center for Teaching Excellence will serve as the predominant venue for training of faculty and staff with respect to issues related to assessment, curriculum, and pedagogy. However, the CTE will not operate in isolation. Through collaborations with the Professional Development Center and such entities as the Women’s/Gender Studies Committee, training opportunities via workshops and seminars will be offered to the College Curriculum Committee, Academic Deans, faculty, and curriculum development support staff to develop knowledge and skills associated with diversity sensitive curricula.

Benefits to students and staff:

Committee members, deans, faculty and support staff will get useful training and advice from people experienced with promoting diversity. This will result in the implementation of strategies that are most conducive to fostering in students a greater awareness and appreciation for diversity.

Costs anticipated: $1000
Costs expended: $0
Triton College Diversity Plan
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Department/Area Designated to Address Recommendation:
Institutional Advancement

Marge Stabile, Vice President of Institutional Advancement

<table>
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<tr>
<th>Recommendation:</th>
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<tbody>
<tr>
<td>2.5.1. Institutional support for internal learning experiences</td>
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<th>Progress to date on meeting Performance Measure(s):</th>
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<tr>
<td>Unclear how this relates to Institutional Advancement – no progress to report.</td>
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<th>Benefits to students and staff:</th>
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| Costs anticipated: |
| Costs expended:    |
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Triton College Diversity Plan
Triton’s Diversity A^3: Appreciation * Adaptation * Achievement
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Department/Area Designated to Address Recommendation:
Student Services

Quincy Martin, Dean of Student Services

Recommendation:

2.5.1. Provide institutional support to the international learning experiences available to our students. Ideas include the centralization of information and coordination of international learning experiences, including student and faculty exchange opportunities, opportunities to transfer to colleges and universities abroad, and other opportunities for collaboration with institutions around the world.

Progress to date on meeting Performance Measure(s):

The Office of Student Life frequently supports and collaborates (financially and by providing personnel) various programs that bring awareness to international learning experiences. These experiences are also strongly encouraged of student clubs and organizations to participate and take lead (with support and guidance of the Office of Student Life and Dean of Student Services office).

Benefits to students and staff:

Students will gain valuable information and insight to diverse group cultural characteristics.

Costs anticipated: $5000
Costs expended: $2000
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Department/Area Designated to Address Recommendation:
Dean of Arts & Sciences, Global Studies, Women/Gender Studies Committee

Dr. Angela Latham, Vice President of Academic Affairs

Recommendation:

2.5.2. Develop curricula that develop the knowledge and competencies relevant to being effective members of a global community.

Progress to date on meeting Performance Measure(s):

Although a new curriculum for Wind Technology has been proposed, it has not been formally approved at this time. If it is approved and developed, it would increase our “sustainability” offerings and reflect our commitment to environmentally-friendly technologies that are important to global citizenship.

New curriculum for instruction in Chinese has been proposed to the College Curriculum Committee for possible implementation by 2010. Such coursework, if realized, would provide our students and community with an opportunity for skill acquisition that promotes global awareness and understanding.

Though not specific to curriculum, recently, a variety of Earth Week activities were presented, and participation was significant. Ancillary programming such as this is an important way to reinforce curricular efforts in promoting membership in the global community.

Benefits to students and staff:
Programming and curriculum that enhance global understanding and participation remind all members of the Triton College community of our place in the larger world and the importance of our sensitivity to this fact.

Costs anticipated: Unknown
Costs expended: Unknown
Triton College Diversity Plan
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Department/Area Designated to Address Recommendation:
Research Office

Panos Hadjimitsos, Associate Vice President of Institutional Advancement

Recommendation:

3.1. Assess the diversity climate for students and College personnel to establish a benchmark for progress.

Progress to date on meeting Performance Measure(s):

On February 13th, 2009 the Research Office provided the three requested items (the time the last climate survey was administered, a copy of the intake survey, and a copy of the web survey) and is awaiting input from the council for subsequent action. Info provided included copies of the Intake and Web surveys and the years climate surveys were administered in; 2004, 2005, and 2006. A link to the report on the Intranet page was provided as well.

Based on the findings of the campus-wide SWOT analysis, the Research Office offers the following for consideration. Any future administration of a climate survey may have communications at its core rather than diversity or clearly be promoted as a diversity climate survey.

The office has also conducted and will distribute results of student and staff surveys that include information on intercultural interaction and perceptions of the campus diversity environment. The most current data will be derived from the 2006 CCSSE and Campus Climate survey results, but the results of the 2009 CCSSE and CCFSSE (for faculty) will be available in the fall of 2009.

Benefits to students and staff:

The results of these studies and the new CCSSE and CCFSSE surveys can be used to establish a current benchmark for the current diversity climate on campus. Areas covered from both faculty and students include communications and services afforded to all demographic groups on campus, including students with disabilities, different ethnic groups, different socio-economic groups, and students of different age and gender groups. These surveys, along with the previously conducted studies provided the committee; also give a statistically significant reading on the student and faculty perceptions of race relations on campus, and a comparison of our population’s perceptions to other campuses in the state and around the nation.

Costs anticipated: The CCSSE survey is programmed to be administered every two years, at a cost of $8,000 per year administered.

Costs expended: $11,000 was expended on the 2009 CCSSE and CCFSSE surveys this year.
Triton College Diversity Plan
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Department/Area Designated to Address Recommendation:
Research Office

Panos Hadjimitsos, Associate Vice President of Institutional Advancement

Recommendation:

3.1.1. Assess the experiences of students at different points in their Triton experience, including registration process, first year experience, and second year experience. These measures are to serve as benchmarks for progress on the quality of enrollment and student services and the overall experience at the College.

Progress to date on meeting Performance Measure(s):

On February 13th, 2009 the Research Office provided the three requested items (the time of the last climate survey was administered, a copy of the intake survey, and a copy of the web survey) and is awaiting input from the council for subsequent action. Info provided included copies of the Intake and Web surveys and the years climate surveys were administered in: 2004, 2005, and 2006. A link to the report on the Intranet page was provided as well.

Based on the findings of the campus-wide SWOT analysis, the Research Office offers the following for consideration. Any future administration of a climate survey may have communications at its core rather than diversity or clearly be promoted as a diversity climate survey.

Besides the intake survey analysis delivered to the council, the office has also conducted and will distribute results of student and staff surveys that include information on intercultural interaction and perceptions of the campus diversity environment. The most current data will be derived from the 2006 CCSSE and Campus Climate survey results, but the results of the 2009 CCSSE and CCFSSE (for faculty) will be available in the fall of 2009. Student input from these surveys can be aggregated by year in the college, to present an assessment of the student’s perceptions of their first year and second year experiences, as well as by full or part time students to see how their perceptions differ or are the same.

Benefits to students and staff: The results of these studies and the new CCSSE and CCFSSE surveys can be used to establish a current benchmark for the current diversity climate on campus. Areas covered from both faculty and students include communications and services afforded to all demographic groups on campus, including students with disabilities, different ethnic groups, different socio-economic groups, and students of different age and gender groups. These surveys, along with the previously conducted
The results of these studies and the new CCSSE and CCFSSE surveys can be used to establish measures are to serve as benchmarks for progress on the quality of enrollment and student services and the overall experience at the College. These reports and surveys, along with the previously conducted studies provided the committee; also give a statistically significant reading on the student and faculty perceptions of race relations on campus at different points of the college experience, and a comparison of our population’s perceptions to other campuses in the state and around the nation.

**Costs anticipated:** The CCSSE survey is programmed to be administered every two years, at a cost of $8,000 per year administered.

**Costs expended:** $11,000 was expended on the 2009 CCSSE and CCFSSE surveys this year.
Triton College Diversity Plan
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Department/Area Designated to Address Recommendation:
Enrollment Services

Mary-Rita Moore, Dean of Enrollment Services

Recommendation:

3.1.1. Assess the experiences of students at different points in their Triton experience, including registration process, first year experience, and second year experience. These measures are to serve as benchmarks for progress on the quality of enrollment and student services and the overall experience at the College.

Progress to date on meeting Performance Measure(s):

We provide formats for both online and paper/pencil evaluations of the student’s registration experience. We also include evaluations in the orientation program. Another example, surveys were mailed to recipients of the Foundation Hardship Book Voucher Program in order to assess their satisfaction with program elements. In progress we are creating an evaluation to email to new students who have applied, but did not enroll to see why and identify opportunities to strengthen our enrollment process.

Benefits to students and staff:
Gaining insights to the student experience will assist staff in planning future services. It will also acknowledge where support services have been strengthen and encourage creative solutions to challenges.

Costs anticipated: Utilized area budget
Costs expended: Utilized area budget
## Triton College Diversity Plan

**Triton’s Diversity A³: Appreciation * Adaptation * Achievement**

**Progress Report**

### Department/Area Designated to Address Recommendation:

Student Services

Quincy Martin, Dean of Student Services

### Recommendation:

3.1.1. Assess the experiences of students at different points in their Triton experience, including registration process, first year experience, and second year experience. These measures are to serve as benchmarks for progress on the quality of enrollment and student services and the overall experience at the College.

### Progress to date on meeting Performance Measure(s):

Student Services provides support in engaging students in evaluative processes to measure the effectiveness of their various experiences at Triton College. The results of the CCSSE are taken into consideration as well as the results from evaluations of specified programs, events, and activities administered by the division of student services. More formal and immediate assessment tools are currently being explored.

### Benefits to students and staff:

Staff will gain valuable information and insight to measure if various services, programs, activities, etc are effective.

| Costs anticipated: $0 |
| Costs expended: $0 |
Triton College Diversity Plan
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Progress Report

Department/Area Designated to Address Recommendation:
Vice President of Academic Affairs, Art faculty, Interior Design faculty, Architecture faculty

Dr. Angela Latham, Vice President of Academic Affairs

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<th>Recommendation:</th>
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<tr>
<td>3.2 Integrate into the Facilities Plan an enhanced sensitivity to diversity through our physical facilities, including consideration to color, art, furniture, space layout and access.</td>
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<tr>
<th>Progress to date on meeting Performance Measure(s):</th>
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<tr>
<td>The dean of Business and Technology met with the Program Coordinator in Architecture to discuss the diversity plan. She mentioned that the Interior Design faculty and students are working with the library staff in creating a space within the library that is student friendly and becomes a gathering place for all students. Students are using their diverse backgrounds to create a space that meets the needs of the students. Last semester, another group of Interior Design students used their skills and knowledge in creating a welcoming center in the lobby of the T building which is used by numerous students on the east end of campus.</td>
</tr>
<tr>
<td>In the Art program area, three student art shows have showcased the diversity of our student body by allowing individual student artists a venue in which to express issues of identity through art. One of the shows was a competition/presentation of works by our area high schools and thus allowed not just our own college community the opportunity to experience the diversity of artistry created by students, but also a wide range of community members.</td>
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<tr>
<td>At Nuevos Horizontes, prints featuring themes and experiences that are especially relevant to our Latino students who frequent this satellite campus are also being displayed.</td>
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<tr>
<th>Benefits to students and staff:</th>
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<tr>
<td>Student spaces that are conducive to learning and collaboration</td>
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<tr>
<td>Students can bring their own diversity into the design and implementation phase</td>
</tr>
<tr>
<td>Great working laboratory for our students to utilize their knowledge and education</td>
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| Costs anticipated: Unknown |
| Costs expended: Unknown |
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Department/Area Designated to Address Recommendation:
Academic Affairs

Dr. Angela Latham, Vice President of Academic Affairs

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<th>Recommendation:</th>
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<tr>
<td>3.2.1. Showcase flags and/or signage on campus that welcome people from diverse backgrounds.</td>
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<th>Progress to date on meeting Performance Measure(s):</th>
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<tr>
<td>There has been no progress on this item to date.</td>
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<th>Benefits to students and staff:</th>
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<th>Costs anticipated:</th>
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<td>Costs expended:</td>
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Triton College Diversity Plan
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Department/Area Designated to Address Recommendation:
Vice President of Academic Affairs, Art faculty, Interior Design faculty, Architecture faculty

Dr. Angela Latham, Vice President of Academic Affairs

**Recommendation:**

3.2.2. Consideration should be given to the use of internal or external expect resources in art, architecture and interior design to maximize efforts and impact. Internal experts include our own faculty and students in the art, architecture and interior design programs.

**Progress to date on meeting Performance Measure(s):**

The Dean of Business and Technology met with the Program Coordinator in Architecture to discuss the diversity plan. She mentioned that the Interior Design faculty and students are working with the library staff in creating a space within the library that is student friendly and becomes a gathering place for all students. Students are using their diverse backgrounds to create a space that meets the needs of the students. Last semester, another group of Interior Design students used their skills and knowledge in creating a welcoming center in the lobby of the T building which is used by numerous students on the east end of campus.

In the Art program area, three student art shows have showcased the diversity of our student body by allowing individual student artists a venue in which to express issues of identity through art. One of the shows was a competition/presentation of works by our area high schools and thus allowed not just our own college community the opportunity to experience the diversity of artistry created by students, but also a wide range of community members.

At Nuevos Horizontes, prints featuring themes and experiences that are especially relevant to our Latino students who frequent this satellite campus are also being displayed.

**Benefits to students and staff:**

- Student spaces that are conducive to learning and collaboration
- Students can bring their own diversity into the design and implementation phase
- Great working laboratory for our students to utilize their knowledge and education

**Costs anticipated:** Unknown
**Costs expended:** Unknown
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Department/Area Designated to Address Recommendation:
Student Affairs

Quincy Martin, Dean of Student Services

Recommendation:

3.2.3. Provide appropriate gathering and socializing environments and events for evening and adult students.

Progress to date on meeting Performance Measure(s):

Through various programs and services of the Office of Student Life Office and through the Office of the Dean of Student Services, a multitude of events and activities are provided for evening and adult students. These programs include, but are not limited to Welcome Week activities, Spring Fling, Dine with the Dean, Intergenerational Bingo, etc.

Strong attempts are made to provide very similar or modified offerings to evening and adult students that are provided to traditional or daytime students.

Benefits to students and staff:

Students will gain valuable information and insight to diverse group characteristics, such as cultural, disability, gender, age, and sexual orientation.

Costs anticipated: $20,000
Costs expended: $20,000
### Department/Area Designated to Address Recommendation:
Enrollment Services

### Mary-Rita Moore, Dean of Enrollment Services

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<th><strong>Progress to date on meeting Performance Measure(s):</strong></th>
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<td>Through the counseling office, we provide the opportunity for gatherings with adult and evening students. Certain programs are offered for both daytime and evening students. In addition to offering orientation sessions to accommodate the varied schedules of our students, we have offered adult only (ages 25+) orientation sessions to target the needs of this audience.</td>
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<th><strong>Benefits to students and staff:</strong></th>
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<td>Addressing the variety of needs of students.</td>
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<th><strong>Costs anticipated:</strong></th>
<th>Utilized area budget</th>
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<td><strong>Costs expended:</strong></td>
<td>Utilized area budget</td>
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Department/Area Designated to Address Recommendation:
Research Office

Panos Hadjimitsos, Associate Vice President of Institutional Advancement

Recommendation:

4.1. Assess the performance of students from diverse backgrounds on various measures of academic success, including retention and completion. Build this assessment from current reports such as the Underrepresented Groups report and the Annual Performance Report. The assessment is to serve as a benchmark for progress.

Progress to date on meeting Performance Measure(s):

Prior to the announcement of the Achieving the Dream application, the Research Office has been working with Information Services to gauge the capabilities and status of the Databridge project for about two years. Subsequently to the announcement of the AtD award, it becomes paramount that Databridge and other tools to open up access to the student information systems move to the highest priorities of the institution.

Benefits to students and staff:

The current tools available do not allow for disaggregation to any meaningful level. Substantial amount of IS work in support of the Research Office needs will have to be undertaken.

Costs anticipated: See 15.1. Costs
Costs expended:
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Department/Area Designated to Address Recommendation:
Vice President of Academic Affairs

Dr. Angela Latham, Vice President of Academic Affairs

Recommendation:

4.2. Develop strategies to address inequalities that may emerge from the assessment of performance of students from diverse backgrounds.

Progress to date on meeting Performance Measure(s):

Planning for this item is scheduled for Spring 2010, but assessment endeavors are well underway as indicated in other reports.

Benefits to students and staff:

Costs anticipated:
Costs expended:
### Triton College Diversity Plan

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**Progress Report**

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<tr>
<th>Department/Area Designated to Address Recommendation:</th>
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<tr>
<td>Academic Success Center</td>
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**Deborah Baness-King, Dean of Academic Success**

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<th><strong>Recommendation:</strong></th>
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<th><strong>Progress to date on meeting Performance Measure(s):</strong></th>
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<tr>
<td>The Academic Success Center continuously works to ensure appropriate diversity within our staff so that all members of our diverse student population feel a greater sense of comfort and reliability with the tutors.</td>
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<td>Additionally, the ASC collaborates with TCSA, Program Board, ESL, and all academic departments to advertise services, solicit feedback and increase participation in programming and services.</td>
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<td>Finally, the ASC provides auxiliary services such as; access to technology, text books, human models, supplemental course materials, and assistance for students wishing to prepare for the placement test.</td>
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<th><strong>Benefits to students and staff:</strong></th>
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<tr>
<td>Students and staff benefit from the services provided in the ASC. The ASC provides resources that support the student learning process and work to create opportunities for students to engage in group study environments, access technology, and reference text books and supplemental materials such as human models.</td>
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<tr>
<th><strong>Costs anticipated:</strong></th>
<th>S0 additional cost</th>
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<tr>
<td><strong>Costs expended:</strong></td>
<td>Part of general ASC budget</td>
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Department/Area Designated to Address Recommendation:
Academic Deans

Dr. Angela Latham, Vice President of Academic Affairs

Recommendation:

4.3. Provide learning experiences of quality that appreciate diversity and adapt to the needs, interests and goals of the students.

Progress to date on meeting Performance Measure(s):

Faculty continues to integrate diversity learning into their courses throughout many program areas. Courses within various curricula that are designated as Women’s and Gender Studies sections, for example, focus particularly on aspects of race, class, and socio-economic status that are relevant to the objectives of the class being taught. Other programming provides learning for diversity learning as well. A recent Poetry reading in association with our annual Ariel poetry contest featured two local poets whose works focus on issues of diversity and identity. Upcoming end of year musical concerts will feature a range of composers and performances that highlight diverse cultures and teach appreciation for a culturally diverse range of aesthetic traditions.

Benefits to students and staff:

In that Triton College is a center of learning, it is important that all programming--curricular, co-curricular, and extra-curricular—provide our community with enrichment opportunities of a variety of sorts. The examples above clearly reflect that such opportunities are available to our staff and students, and that, as often as not, such opportunities are also grounded in an appreciation for diversity and the unique needs of our community.

Costs anticipated:

Costs expended:
Triton College Diversity Plan
Triton’s Diversity A^3: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Student Services

Quincy Martin, Dean of Student Services

<table>
<thead>
<tr>
<th>Recommendation:</th>
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<tbody>
<tr>
<td>4.3. Provide learning experiences of quality that appreciate diversity and adapt to the needs, interests and goals of the students.</td>
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<th>Progress to date on meeting Performance Measure(s):</th>
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<tbody>
<tr>
<td>Various activities were planned throughout the year to engage students in diversity type activities giving them exposure to unique experiences and in celebration/awareness of other’s cultures. Many of these events were highlighted during the Nationally based diversity dates. And again, these events focused on culture, LGBT issues, etc.</td>
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<tr>
<th>Benefits to students and staff:</th>
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<tbody>
<tr>
<td>Students will gain valuable information and insight to diverse group characteristics, such as cultural, disability, gender, age, and sexual orientation.</td>
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| Costs anticipated: $2000 |
| Costs expended: $2000 |
## Triton College Diversity Plan

**Triton’s Diversity A³: Appreciation * Adaptation * Achievement**

### Progress Report

**Department/Area Designated to Address Recommendation:**

Academic Success

Deborah Baness-King, Dean of Academic Success

<table>
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<th><strong>Progress to date on meeting Performance Measure(s):</strong></th>
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<tr>
<td>All services in the Division of Academic Success are designed to appreciate diversity and adapt to the needs, interests and goals of the students. The Division also makes every effort to maintain staff that reflect the diverse nature of the students and meet the needs of language differences.</td>
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<tr>
<td>Specifically, the following programs/services have been implemented to support 4.3 of the Diversity Plan-</td>
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<tr>
<td>The Library has continued to offer a variety of topics/speakers from diverse backgrounds in the Spotlight Speaker Series. Some topics/speakers included Polish American Day, Veterans Day, Black History month and Women’s History month.</td>
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<td>The ASC has implemented Supplemental Instruction (SI) courses to encourage peer facilitation of group study. Also, the ASC staff has increased collaboration across campus to increase visibility of staff and demonstration the supportive nature of the ASC.</td>
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<tr>
<td>The ETRC has worked with the PDC to increase awareness of the staff regarding issues surrounding our diverse student population and continues to provide training for staff on a regular basis.</td>
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<tr>
<td><strong>Benefits to students and staff:</strong></td>
</tr>
<tr>
<td>Students and staff benefit from the services provided in Academic Success. The Division offer resources, services and programming that provide learning experiences of quality that appreciate diversity and adapt to the needs, interests and goals of the students.</td>
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<tr>
<th><strong>Costs anticipated:</strong></th>
<th>$0 additional cost</th>
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<tr>
<td><strong>Costs expended:</strong></td>
<td>Part of general ASC budget</td>
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</table>
Department/Area Designated to Address Recommendation:  
Vice President of Academic Affairs, Faculty, Academic Deans, Department Chairs

Dr. Angela Latham, Vice President of Academic Affairs

Recommendation:

4.4. Engage an increased focus on assessment with the highest expectations for academic performance of all of our students. Ensure that all students are challenged equally. Have clear and high standards and learning objectives.

Progress to date on meeting Performance Measure(s):

Through the efforts of Title III, the Assessment Committee, the Professional Development Committee, and Academic Affairs measures have been taken to promote the integration of high expectations into curriculum development and teaching and learning practices. Specifically, a college-wide initiative has been undertaken to ensure that all programs have articulated a set of program goals and for each goal have a written set of program outcomes.

Four assessment-related workshops were conducted over the past 6 months, two on writing program outcomes (October & April), one on writing program goals (January), and one on developing scoring rubrics (March). In addition, the Assessment Committee over the academic year has been holding bi-weekly meetings and biweekly brown bags to address issues pertaining to assessment.

Benefits to students and staff:

These efforts will result in a clearer communication of program expectations for both instructors and students. All students will understand equally what is expected of them and what the instructors for each program consider to be the most important aspects of high quality instruction.

Costs anticipated: $3750  
Costs expended: $3750
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Student Services

Quincy Martin, Dean of Student Services

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<td>4.5. Communicate more specifically and directly to students the behavioral expectations that the College has of them, particularly as it relates to Triton’s Diversity Appreciation, Adaptation, and Achievement.</td>
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<td>Through student umbrella organizations such as the Triton College Student Association and Program Board, Triton’s Diversity initiatives are embedded in how each organization functions. Additionally, each unit supervisor within the Division of Student Services receives information and engages in dialogue appropriate to Triton’s Diversity Plan through formal and informal meetings/retreat of the division.</td>
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Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Enrollment Services

Mary-Rita Moore, Dean of Enrollment Services

**Recommendation:**

4.5. Communicate more specifically and directly to students the behavioral expectations that the College has of them, particularly as it relates to Triton’s Diversity Appreciation, Adaptation, and Achievement.

**Progress to date on meeting Performance Measure(s):**

We have incorporated a discussion of the Core Values and student-developed Triton Trust in the Destination Success, the new student orientation program.

**Benefits to students and staff:**

**Costs anticipated:** Utilized area budget
**Costs expended:** Utilized area budget
Triton College Diversity Plan
Triton’s Diversity A³: Appreciation * Adaptation * Achievement
Progress Report

Department/Area Designated to Address Recommendation:
Academic Success

Deborah Baness-King, Dean of Academic Success

Recommendation:

4.5. Communicate more specifically and directly to students the behavioral expectations that the College has of them, particularly as it relates to Triton’s Diversity Appreciation, Adaptation, and Achievement.

Progress to date on meeting Performance Measure(s):

The Division of Academic Success is committed to supporting the students in learning the behavioral expectations of the College. As such, all staff are trained to take an active and personal approach with students and view all interactions as learning experiences for both the staff and the students. Staff in the Division is trained regularly regarding issues of diversity and are asked to utilize this training when dealing with students and community members.

Benefits to students and staff:

Students and staff benefit from the services provided in Academic Success through the reinforced communication regarding College expectations, specifically those related to the Diversity A3 plan.

Costs anticipated: $0 additional cost
Costs expended: Part of general ASC budget