

Montana State University – Great Falls College of Technology



Diversity Action Plan

October 2009

Goals:

- I. **To enroll and graduate American Indians and other minorities in proportion to their representation in the state's population.**

Montana State University – Great Falls College of Technology recognizes Montana's American Indians are not represented in higher education in the proportion they are present in the state's population. Further, American Indian students do not graduate with degrees and certificates at the same rate as the general population in Montana. Out of a sincere desire to promote American Indian and other minority access and success in the College's programs, MSU-Great Falls plans to continue to increase its efforts to recruit and provide academic and cultural support systems promoting success in the following ways:

- Continue recruitment and marketing efforts in the region and state at high schools primarily serving American Indian populations.
- Ensure students and families understand and are informed about fee waivers, college preparation, and programs available at MSU-Great Falls.
- Continue to establish relationships with the state's tribal colleges to promote successful transfer and transition to MSU-Great Falls.
- Continue to host Gear UP and Upward Bound students for visits and programs. Over the past two years, over 700 students and parents have visited the College with these programs.
- Continue to promote College in a Day, an activity where students are able to sample the various programs offered at the College. All high schools in the region are invited to attend.

- Continue the new student orientation program for American Indian students. American Indian students new to our community will be introduced to area cultural resources and programs.
- Recruit American Indian and minority peer mentors to provide academic support systems.
- Continue to celebrate American Indian Heritage Day each fall. The focus of this celebration is a program on specific issues of interest to American Indians and the general public.
 - **2008 Presentation Information:** *American Indian Heritage: A Forward Perspective* was held on Thursday September 25 at 7 pm in room B-101. Panel members included Representative Shannon Augre, HD16; James Parker Shields, Warhsield Development; and Sandra Boham, Great Falls Public Schools Indian Education Program Director.
 - **2009 Presentation Information:** MSU – Great Falls commemorated both Constitution Day and Native American Heritage week on Thursday, September 17 at 3:00 pm in Heritage Hall. A panel discussion of the Montana State Constitution took place emphasizing the recognition of American Indians and women. The panel discussion included Mike Jetty, Arlyne Reichert and Bob Campbell.

Students with Disabilities:

- The College maintains ongoing relationships with community agencies serving people with disabilities. The evaluations of service will result in continuous improvements and enhanced student success.

II. To plan for increasing the employment of American Indians and other underrepresented minorities in administrative, faculty and staff positions to achieve representation equal to that of the relevant labor force.

The College's Human Resources Department will continue to create individualized recruitment plans for faculty, staff, and professional positions with careful consideration to targeting underrepresented populations including American Indians. Recruitment plans are developed so minority and women populations are targeted to ensure that equal opportunity and affirmative

action efforts are as successful as possible. In striving to maintain a diverse workforce, the College reviews its efforts by conducting reviews of all hires by the Human Resources/EO-AA Director.

The College will continue its targeted efforts of American Indians and other underrepresented minorities by conducting utilization analysis; reviewing job qualifications and recruitment plans; sending vacancy announcements to the targeted Affirmative Action list to include tribal colleges; and appointing diverse, representative search and screening committees. It is the goal of the College to eliminate any barriers to the hiring of qualified applicants regardless of protected status.

III. To enhance the overall curriculum by infusion of content that enhances multicultural awareness and understanding.

MSU-Great Falls offers a variety of core courses focused on cultural sensitivity/diversity. The College will continue to infuse the content of core offerings through the delivery of the following courses:

ANT 101	Intro to Anthropology	3 credits
BUS 249	Global Marketing	3 credits
HUM 244	American Cultural Values	3 credits
LIT 215N	Literature of the West	3 credits
LIT 289N	Intro to Native American Literature	3 credits
NAS 201N	Montana's American Indians	3 credits
NAS 215N	Native American Religious Traditions	3 credits
SIGN 101	Intro to American Sign Language	3 credits