

**Napa Valley College  
Diversity Task Force  
Request for Funds  
2005-2006**

**Date:**

**Name:**

**Department:**

**Phone:**

**Full time**

**Part-Time**

**Type of Request:**      Campus Climate Activity  
                                 Conference and Workshop  
                                 Faculty/Staff Development

**Conference/Workshop/Activity Name:**

**Does the activity involve Diversity or Inter-Cultural Training?** Yes No

**Which of the following competencies does the conference/workshop/activity help or contribute to movement along developmental model (check all that apply)**

Develop awareness of self identity                      Ability to perceive others accurately  
Teaching strategies for successful multi-cultural activities  
Listening Skills    Communication skills/styles  
Respect for other's values and beliefs      Promote flexibility in roles  
Open-mindedness and tolerance of ambiguity  
Teaching/counseling and learning to cognitive and cultural diversity

**Detail information on conference/workshop/activity:**

DAY:

TIME:

PLACE:

COST TO ATTEND EVENT:

NAME OF PRESENTER/TITLE OF CONFERENCE/WORKSHOP:

**Total Request From Diversity Task Force:**

**How does this activity relate to Diversity Task Force strategic goals and recommendations?**

**How do you plan to disseminate information or implement new ideas and skills acquired?**

(Be sure to include an anticipated timeline.)

**Conference and Workshop:** For all conference and workshop requests, please attach a completed "Request for Travel" form and a copy of materials. There is a limit of \$400 awarded per faculty and staff. There is a limit of \$300 per student organization.

**Faculty/Staff Development Grant:** Attach itemized costs and copy of the agenda or description of the activity. Have you applied for the same funds for another campus source? Is so, discuss.

**Campus Climate Activity:** Attach itemized costs and copy of the agenda or description of the activity. Have you applied for the same funds for another campus source? Is so, discuss.

Total Cost:	\$
Department/Division Funds	\$
Other funds (applied for or granted)	\$
Diversity Task Force Request	\$
Remainder of costs not funded	\$

**Signature** \_\_\_\_\_

**Date** \_\_\_\_\_

*Applicant must acquire supervisor's or advisor's approval prior to forwarding this request to the Diversity Task Force. All awards are contingent upon final department/division approval and Diversity Task Force approval.*

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**Supervisor/Advisor/Division Chair**

**Approved:** (Return proposal to employee/student to forward to Diversity Task Force for approval.) Use of Department/Division/other funds, identified above, has been approved.

**Denied:** (Return to applicant with rationale clearly defined.)  
Comments/Rational:

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

<b><i>For Diversity Task Force Use Only</i></b>	
Diversity Task Force:	Approved      Denied
Comments/Rationale: See attached	
College President Signature: _____	Date: _____

# **Strategic Goals and Recommendations of the Diversity Task Force**

## **Community Component**

1. Include the community in college diversity activities and events.
2. Promote, support, and attend community events that promote diversity.
3. Provide leadership to diversity from pre-school through K-12.
4. Develop a Napa Valley College Speakers Series
5. Develop a diversity institute for the community.

## **Courses and Curriculum Component**

6. Support the infusion of diversity through the Napa Valley College curriculum.
7. Create new, transfer-level courses to provide concentrated study of single-focus groups, as well as other under-represented groups, e.g., Asian Studies, Filipino Studies, African-American Studies, Chicano/Latino Studies, Native-American Studies.
8. Carefully schedule and promote diversity courses to ensure adequate enrollment.
9. Work with the community in recruitment, outreach, and support of the diversity courses.
10. Faculty who are developing new diversity courses, the articulation officer, and the Curriculum Committee should all work together to ensure single focus diversity courses will transfer to other institutions.
11. Recruit and hire and/or train part-time and full-time faculty to teach diversity courses. Qualified Napa Valley College faculty could start teaching courses as soon as they are part of the approved curriculum.
12. Use the 298 course option to fast-track new curricula.
13. Provide incentives for faculty to develop new curricula and re-invigorate existing curricula.

## **Education and Training Component**

14. Diversity education should be ongoing for all constituent groups: students, faculty, classified staff/administrative/confidential staff, and the Board of Trustees.
16. To augment the training expertise on campus, diversity education should be provided by outside consultants hired for their competencies and experience in specific areas of diversity training.

17. Diversity education must be inclusive, addressing diversity in its broadest sense, including: race, ethnicity, gender, disability, culture, religion, sexual orientation, learning styles, socioeconomic status, age, physical stature, and national origin.
18. The Board of Trustees, college president, supervisors and instructors must communicate their support of diversity education as a central value of Napa Valley College so that all staff feel supported in pursuing these opportunities.
19. Incentives should be offered to faculty, staff, and students for participation in education and training related to diversity issues.

### **Student Services Component**

20. Develop/formalize a student mentoring program.
21. Develop activities to increase formal and informal contact among students, faculty and staff.
22. Expand the contact students have with counselors.
23. Develop counseling services that will meet the needs of students with psychological disorders.
24. Work with the community in recruitment, outreach and support of future diversity students.
25. Develop and implement a modified Talent Search program to serve any at-risk high school student in the district.
26. Explore with the Academic Senate, the Matriculation Steering Committee, and Counseling Division the inclusion of a college success program as a “strongly encouraged” entry course for all first-year students at NVC.
27. Provide support to Student Activities to expand campus events outside the classroom that will foster greater understanding of diversity issues.
28. Expand the early alert program for high-risk students identified through the college success factors inventory.
29. Increase the on-campus marketing and advertising of student services and student support services.
30. Make concerted efforts to infuse various languages and cultures into the ongoing operations of the college.
31. Develop a faculty-to-faculty mentoring program for new faculty as well as training for the entire faculty to help them understand learning styles and effective methods for teaching students with learning disabilities.

### **Implementation Component**

32. The recommendations included in the Diversity Task Force Plan will be priorities and phased in over time.

33. Develop publicity practices that support the goals of diversity and clearly communicate the college's positive intentions.
34. Create a new position for a diversity coordinator.
35. Aggressively and systematically seek alternative sources of funding to augment the resources provided by the general fund to implement the recommendations set for in the plan.
36. Establish measurable, incremental goals to gauge the college's progress related to diversity.
37. The Diversity Task Force should continue to oversee the progress of the college's diversity efforts.
38. Develop an entrepreneurial approach in the implementation of the diversity plan.
39. Establish training as the first priority in the implementation phase.
40. Develop a sign and/or logo for the college's revitalized diversity efforts that would replace the "Not in Our College" signs.