

DIVERSITY EVENTS

The Diversity Office has partnered with Sinclair faculty and staff to provide national thought leaders as well as cutting edge documentaries and movies to campus. Each event is followed up with a thought-provoking, facilitated discussion.

Diversity and Inclusion Events and Activities since 2015

100 events were sponsored or conducted by the Diversity office since 2015. Among the highlights:

35 Movies

shown as part of the Film Series, including *Black Panther*, *The Boy in the Striped Pajamas*, and *The Day I Became a Woman*

11 Visiting Scholars

Including award-winning comedy writer Carol Leifer, Division I college basketball coach Jayson Gee, and racial and cultural economics expert Dr. Julianne Malveaux

1,500 People

have been in attendance for **Sinclair's annual breakfast** held in conjunction with Dayton's **MLK March and Rally** since 2015.

31 Women of Sinclair

In honor of Women's History Month—and the movement for women's rights—Sinclair recognized 31 female employees and the unheralded work they do on a daily basis by holding an exhibition displaying their photographs.



On March 21, 2019, **Dr. Temple Grandin**—world-renowned animal scientist and autism self-advocate—spoke at Sinclair's Centerville Campus about *Educating Students Who Have Different Kinds of Minds*. An estimated **1,500 guests** were in attendance.

Upcoming 2019-2020 Events

More than 40 events are currently scheduled for the 2019-20 academic year.

Film Series showings will include:

- Blindspotting
- Boy Erased
- Wonder
- Green Book
- BlackKkKlansman
- And More!

Guest speakers will include:

- Gilbert King, author of "Devil in the Grove" and "Beneath a Ruthless Sun"
- Susan Southard, speaking on "Nagasaki: Life After Nuclear War"
- Jessica A. Rickert, DDS, the first female American Indian dentist in the United States
- And More!

Sinclair's Diversity Office will once again be sponsoring numerous:

- **Conferences**
- **Special exhibits**
- **Meet & greet events**
- **Ceremonies**
- **Performances**
- **Celebrations**
- **And More!**

SINCLAIR A DIVERSITY FILM SERIES PRESENTATION

WONDER
A heartwarming story of a boy with facial differences

**TUESDAY
OCTOBER 15TH
3:30pm**

**BUILDING 12
SMITH AUDITORIUM**

Free and Open to the Public - Snacks Provided

The End

Sinclair Diversity Office presents:

Beneath a Ruthless Sun
Pulitzer and Dayton Literary Peace Prize-winning Author

Gilbert King

Mr. King will discuss his book *Beneath a Ruthless Sun*, a story exposing the corruption of racial bigotry and animus that shadows a community, a state and a nation.

Free & Open to the Public

Friday, November 1, 2019
5:00 p.m. | Sinclair College, Dayton Campus
Building 14, Premier Health Grand Entrance
Book Signing Immediately Following

SINCLAIR COLLEGE

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Diversity Office

Strategic Plan Snapshot



SINCLAIR STRATEGIC PRIORITIES

Alignment | Growth | Equity



SINCLAIR COLLEGE | Diversity Office

MISSION

Sinclair College strives to see and acknowledge each student, faculty, and staff member as an important contributor to our belief in equity for all.

VISION

Sinclair will be viewed as an institution that is welcoming to all, as evidenced by a climate of acceptance and inclusiveness among faculty, staff, and students. Everyone will understand the importance of cultural humility and embrace their role as global citizens.

VALUES

- Differences celebrated and essential to our success
- Respect for every individual
- Excellence in all that we do
- Accountability for our roles, responsibilities and actions
- Environment of support and inclusiveness

WE WILL

- Work to cultivate and maintain a diverse, inclusive, and equitable campus climate for everyone who chooses Sinclair as a destination to study, work, or meet.
- Strive to attract, retain, and graduate a diverse student body, representative of the communities we serve.
- Strive to attract and retain a diverse and culturally competent staff and faculty that is representative of the communities we serve.
- Set the standard, provide the support, and drive individual accountability to everyone within Sinclair for respecting and contribution to an environment that is diverse, inclusive, and equitable in its treatment of all people.

STRATEGIC PLAN PRIORITY OBJECTIVES

Our priority objectives are goals that clearly state those things that must be done in order to facilitate an effective diversity, inclusion, and equity initiative at Sinclair. For the purpose of heightening awareness and buy-in that is top-down driven, leadership sponsors have been assigned to specific objectives, to add an important layer of support and engagement.

1. Ensure that student, faculty, staff, and administrators are oriented to Sinclair's values and beliefs as relates to diversity, inclusion, and equity and the application to their roles, responsibilities, and behavior.
2. Promote diversity, equity, and inclusion through a robust and coordinated marketing plan that begins with an effort being led and supported from the very top of the organization.
3. Ensure that Sinclair policies, practices, and procedures facilitate and sustain an environment where diversity, inclusion, and equity is valued and supported.
4. Develop and sustain support for programs that work to effectively address identified barriers to student success at Sinclair.
5. Ensure that policies, practices, and programs are in place to support the recruitment, selection, retention, and success of a diverse student, faculty, staff, and administrative population.
6. Establish policies, procedures, and goals that ensure a diverse supplier base in the procurement of goods and services.
7. Build solid relationships within the community and with key community stakeholders to assist with the building of a pipeline of diverse students, faculty, staff, and administrators at Sinclair.
8. Strategically allocate charitable contributions and sponsorships to organizations across our community that foster and support the interest of diverse groups.
9. Establish clear metrics and accountability measures that will support the diversity, inclusion, and equity goals.
10. Allocate staffing and resources to the Office of Diversity, sufficient to support the effective execution of all duties and responsibilities associated with the office.

DIVERSITY AUDIT

Sinclair's Diversity Audit was conducted in consultation with Moore Consulting during 2017-18. Recommendations were submitted and are embedded in the Diversity Office Strategic Plan Priority Objective.

Audit Components

- Led and Supported from the Top
- Dedicated Resource to Guide the Effort
- Documented Strategic Plan
- Human Resources Policies, Practices, Procedures
- Orientation Process for Everyone
- School and Work Environment
- Training Initiatives
- Recruitment
- Talent Management
- Website
- Data Collection and Analysis
- Disaggregation of Data
- Student and Employee Support Systems/Initiatives
- Accountability Measures
- Recognition and Celebration
- Scorecard
- Charitable Giving and Sponsorships
- Vendor Selection
- Community Relations/ Involvement

What does the Audit look like?



128
Questions



24

Different Contributors of their Designees



17

Different Areas/Items



19

Interviews
(February-April)

Recommendations from the Diversity Audit

1. The first thing that must occur is that everyone must have a clear picture of a diversity and inclusion effort that is being led from the top.
2. Training must be positioned as a requirement versus an option.
3. The Office of Diversity should be fully staff with full-time personnel sufficient to support the associated duties and responsibilities.
4. In conjunction with the development of a strategic plan, metrics should be established for all strategies and tactics in order to monitor the work on an ongoing basis.
5. The diversity and inclusion initiative should be expanded to drive a greater sense of inclusion across all groups.
6. The Diversity Audit Data Collection Guide should now be used to review each audit area and shore-up any that need to be strengthened, or even initiated.

