



As the nation's premier community college system, Kentucky Community and Technical College System creates working and learning environments rich in a variety of ideas, beliefs, and experiences. Diversity is critical in order for our students, faculty and staff to be engaged and productive members of our ever-increasing global community of learners. We believe this environment encourages our community of learners, educators, and staff to go further than they ever thought possible.



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KENTUCKY COMMUNITY & TECHNICAL COLLEGE SYSTEM

KCTCS DIVERSITY

Building Institutional Capacity to Maximize Diversity

Cultural Diversity Initiative

As the nation's premier community college system, Kentucky Community and Technical College System strives to create working and learning environments rich in a variety of cultures, identities and lifestyles. We believe that valuing diversity is critical in order for our students, faculty and staff to be engaged and productive members of our ever-increasing global society. We believe this environment encourages our community of learners, educators and administrators to passionately go further than they ever thought possible! To realize our beliefs, each of the 16 KCTCS colleges employs a Director of Cultural Diversity to lead campus capacity building activities and programs, and align diversity plans with college strategic and business plans.

Diversity Action Planning

In response to the KCTCS Board of Regents commitment to achieve the *KCTCS Strategic Plan 2006-10* goal to "expand diversity and global awareness," the KCTCS Office of Cultural Diversity is leading an inclusive inquiry-based process to collect input from a variety of stakeholders to advance diversity action planning system-wide.

EXPECTED OUTCOME: Development and release of the 2010-2016 KCTCS Diversity Action Plan, entitled "Beyond the Numbers," which will reflect a set of system-wide priorities to build access and transform KCTCS into a culturally competent system of colleges that will retain and facilitate the success of all students, staff and faculty.

For questions, or to learn more about cultural diversity at KCTCS, contact:

Natalie Gibson, System Director of Cultural Diversity

Phone: (859) 256-3551; Fax: (859) 256-3130

Email: natalie.gibson@kctcs.edu

Supplier Diversity Program

KCTCS is actively seeking to further diversify its source of suppliers with particular interest toward increasing business with companies owned (at least 51%) by differently-abled persons, minorities, veterans and women.

Goals of the Supplier Diversity Program

- Maintain a diverse supplier database that services all of KCTCS (locally and statewide).
- Refine and add to the database of diverse suppliers, particularly small or minority businesses.
- Increase the total KCTCS purchase for goods and services with diverse suppliers with emphasis on businesses designated as small or minority businesses.
- Serve as a facilitator for diverse suppliers seeking to do business with KCTCS, in whole or in part per its colleges.

To learn more about KCTCS's Supplier Diversity Program, contact:

David Holcomb, Director of Purchasing

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Enrollment and Employment Diversity

ENROLLMENT DIVERSITY	Fall 2007	Fall 2008	Fall 2009
Native American/Native Alaskan	273	286	372
Asian/Pacific Islander	722	786	896
African American/Black	7,373	7,244	8,645
Latino/Hispanic	1,168	1,295	1,545
White	73,035	73,147	82,947
GRAND TOTAL*	92,828	89,942	100,348

* Grand Total does not include data for Non Resident Aliens and Unknown
Source: Official Data as reported to CPE

EMPLOYMENT DIVERSITY*	Fall 2007	Fall 2008	Fall 2009
Native American/Native Alaskan	5	6	7
Asian/Pacific Islander	38	39	38
African American/Black	340	352	343
Latino/Hispanic	14	13	12
White	4,008	3,964	4,015
GRAND TOTAL*	4,405	4,374	4,415

* Includes all full-time faculty and staff
* Grand Total does not include data for Non Resident Aliens and Unknown
Source: IPEDS, Peer Analysis. Compiled by: Office of Research and Policy Analysis, 02/18/2010



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