

**HCCC DIVERSITY, EQUITY, & INCLUSION PLAN  
2019-2021**



**Herkimer**  
THE STATE UNIVERSITY OF NEW YORK

**HCCC DIVERSITY, EQUITY, & INCLUSION PLAN**  
**2019-2021**

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# HCCC DIVERSITY, EQUITY, & INCLUSION PLAN 2019-2021

## **Section I: Overview**

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Herkimer County Community College integrates all forms of diversity into courses, programs, departments, administrative practices and policies because it is the responsibility of all constituencies: students, faculty, staff, supervisors, administrators, the President and the Board of Trustees.

The Diversity, Equity and Inclusion Plan defines our current practices and policies, outlines our efforts to foster an inclusive environment at all levels, and highlights our future goals and plans to improve those efforts. With campus-wide input on our own process, current research, and information on our campus logistics, we present goals and strategies that will enhance our ability to make this plan stronger and a part of the cultural norm.

## **Section II. Diversity Council to Write DEI Plan**

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The plan is being led by co-chairs, Hannah Stublely and Lisa Elwood, who began writing in March 2019. Working across multiple campus departments, the council will begin with outlining current practices and procedures already in place. Attending multiple conferences and workshops on issues of diversity in addition to individual research incentives, the council will move forward with the outline for the plan. Last, the council plans to gather input from campus-wide initiatives including surveys and/or focus groups. To move forward, the council will distribute the plan to the Faculty Senate and Executive Council for feedback. Finally, the council will seek approval from The Board of Trustees at Herkimer County Community College.

### Membership

Hannah Stublely, co-chair

Lisa Elwood, co-chair

Jane Verri, Professor of Social Science

Cynthia Gabriel, Professor of English

Annette Yauney, Associate Professor-Information Systems

Tim Rogers, Campus Security

Stephanie Conley, Librarian

Jessica Kelly, Prof. Science

Denver Stickrod, Dean of Admissions

Jeremy Cingraneli, Business Office

Lawrence DiCesare, Career Services

Josh Parkinson, Advisement Center

Karen Ayouch, Assessment

Ember Traino, International Students

Jim Salamy, Human Resources

Sharifay Mohammed, Student

KlerMooktray Paw, Student

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**The plan update is currently in progress.**