

DMACC Diversity Commission

Sources: DMACC Diversity Commission website, Dennis Kellogg, Judith Vogel

Mission: *Diversity awareness is the full recognition and appreciation of human value. Des Moines Area Community College will actively advocate for diversity awareness and ensure the integration of diversity into all aspects of institutional life.*

Vision: *To create a culture in which all people are valued and supported, and to celebrate the similarities and differences among us. In doing so, we will prepare the DMACC community to live, to learn, and to work together in a global society*

Definition: ***DMACC Diversity Commission defines diversity to include race, ethnicity, age, gender, disability, religion, sexual orientation, and differences of thought, perspective, and experience.***

The DMACC Diversity Commission began in 2006. Prior to that time, President David England had created a Diversity Committee. When President Robert Denson arrived at the college, he chose to highlight the college's commitment to diversity by elevating the Diversity Committee to the DMACC Diversity Commission.

Dennis Kellogg, anthropology professor at Ankeny Campus, had been serving as chair of the Diversity Committee. He was asked by President Denson and Vice President of Academic Affairs Kim Linduska to become the first chair of the Diversity Commission. "Most of our initial efforts went into organizational and procedural matters; just getting us off the ground without making too many embarrassing mistakes. A good deal of my efforts was trying to mediate riffs and imagined "turf wars" between various factions and individuals who were bent on defining diversity their way. Many thought it should be solely about race and ethnicities and just could not think outside their programmed boxes that it would also include age, ideologies, economic standings etc."

Judith Vogel, Speech Communication Professor and member of the Diversity Committee, was asked by Vice President Linduska to begin work on a charter for the Diversity Commission and to submit ideas for an award that could be presented to members of the DMACC community who embodied the ideals of the Commission. Vogel authored the charter which was approved by the Diversity Commission and by the administration. She also submitted a proposal for the Tapestry Award which would be awarded each year by the Commission. "Tapestry" was chosen as the name of the award because the threads of many colors woven together to make a beautiful work of art represents the beauty of diverse people living and working together.

Criteria used to determine the recipients included the following:

Character – Embodies a welcoming spirit to everyone

College – Contributes to the culture of valuing diversity and promoting awareness at Des Moines Area Community College

Community – Engages in activities and events outside the college

The award is a mounted, tapestry-matted, embroidered recognition designed by Jonathan Hoffman, a former student of the graphic design program.

Tapestry Award Recipients 2006 - 2016

2006-2007

- Rudy Harris • Ruthanne Harstad • Rebecca Funke • Michelle Mosman

2007-2008

- Jim Stick • Curtis Stahr • Sherry Greteman • Soneeta Mangra

2008-2009

- Dennis Kellogg • Maura Nelson

2009-2010

- Pamela Parker • Judy Vogel • Bradley Dyke • Mary Chapman

2010-2011

- Ahmed Agyeman • Ilima Young-Dunn

2011-2012

- Vera Aginsky • Leonard Bell • Ewa Pratt

2012-2013

- Tyrone Hunt

2013-2014

- Ilima Young Dunn & Jeanie McCarville Kerber • Rosenna Bakari

2014-2015

- Tyrone Hunt

2015

- Mary West • Rita Davenport • Norma Perez-Kahler

2016

- Barbara Schmidt • Marvin DeJear • Laura Douglas

The following is the original charter for the DMACC Diversity Commission. In 2009, the Commission unanimously voted to add the College's definition for "diversity." DMACC was one of the first academic institutions in the nation to include "differences of thought" as part of the definition.

Charter for Diversity Commission of Des Moines Area Community College

February 6, 2007

I. Mission/Vision/Goals/Definition

Mission: Diversity awareness is the full recognition and appreciation of human value. Des Moines Area Community College will actively advocate for diversity awareness and ensure the integration of diversity into all aspects of institutional life.

Vision: To create a culture in which all people are valued and supported, and to celebrate the similarities and differences among us. In doing so, we will prepare the DMACC community to live, to learn, and to work together in a global society.

Goals:

- Engage students in an open, supportive, and responsive environment.
- Use teaching and learning styles and strategies to reflect diversity.
- Offer curriculum that reflects a multicultural as well as global society.
- Offer diversity education and development opportunities for the DMACC community.
- Plan activities and special events on our campuses that promote diversity.
- Actively recruit staff and students who represent a diverse world.
- Establish a district-wide communication system to share information about the function and activities of the Diversity Commission.
- Seek partners to advocate diversity in the DMACC region.
- Identify and implement best practices in diversity awareness.

Definition:

"DMACC Diversity Commission defines diversity to include race, ethnicity, age, gender, disability, religion, sexual orientation, and differences of thought, perspective, and experience." (Added to charter by unanimous vote of Commission April 2009)

II. Structure

Chair –

Selection Elected by Commission

Term One year with possibility of one additional year

Succession

A Vice-chair will be appointed or elected and will serve as chair the following year; he/she will complete term if Chair is unable to act.

The retiring chair will serve as Past-chair either as a voting member of the Commission if his/her Commission term has not expired, or as a non-voting advisor if his/her Commission term has expired.

If a Vice chair assumes the Chair, a new Vice-chair will be elected by the Commission.

Commission Members –

Selection:

Campus positions – two from each campus; recommended by Commission and approved by provost of that campus (total of 12 positions)

District-wide positions – recommended and selected by Commission from offices or positions that serve the entire college; approved by President (positions)

At-large positions – recommended by Commission from any campus or any office to fill a specific need on the Commission or as indicated by interest to serve; approved by President (6 positions)

Student representatives – recommended by Commission; approved by respective provosts; (3 at-large positions on rotation-of-campus basis; 1-year term)

Ex-officio positions – non-voting positions filled by President of DMACC and Vice President of Academic Affairs of DMACC

Terms: (Campus, District-wide, and At-large positions)

Commissioners will serve three-year terms. An additional year may be added for Chair/Vice-Chair if necessary to complete term of the position.

Charter members will serve a minimum of two years.

One third of Commission members' terms will expire at the end of each academic year, except for the charter year.

Rotation of members will begin at the end of the Commission's second academic year so that a maximum of one third of Commission terms will retire every year.

Retiring members will remain off the Commission for one year.

Members may serve two consecutive terms before retiring if approved by majority of the Commission.

Replacement of members/Completion of Commission

If members do not complete their terms, or if campuses do not designate members, those positions will be filled as at-large positions by appointment of the Commission Chair and approved by the President.

Criteria for removal from Commission

Excessive absenteeism may be cause for removal by the respective Provost or by the President.

Alternate members

If a member is unable to attend a meeting, he or she should identify a rotating alternate to attend the meeting.

Committees –

Designation

Committees will be created and maintained at the discretion of the Commission.

Membership

Committee members will be selected by Commission members responsible for that particular area.

The number of members on a committee will be determined by the Commission.

The term of service on a committee will be two years.

Leadership

A member of the Commission will serve as the committee chair for each of the committees.

Standing Committees

Curriculum – The purpose of the Curriculum committee is to develop and maintain a working model for a diversity requirement for A.A. graduates, to encourage the inclusion of diversity competencies and activities in all DMACC programs, and to promote an academic culture of “diversity across the curriculum.”

Human Resources – The purpose of the Human Resources Diversity Committee is to work with the Affirmative Action Committee to ensure DMACC’s policies and procedures do not present any barriers to the fair and equitable treatment of our employees and job applicants. The committee also provides input for the faculty and staff development diversity awareness training activities including the annual in-service.

Student Services (Academic Support/Student Life) - The purpose of the Student Concerns standing committee is to address all student initiatives and concerns relating to the mission of the Diversity Commission. This standing committee will be composed of two sub-committees: Academic Support and Student Life. The chairs of each sub-committee will co-chair the standing committee.

Events/Marketing - The purpose of the Events/Marketing standing committee is to identify and organize events that would help to create an atmosphere of diversity at DMACC and to encourage participation of college and surrounding community members through appropriate means of promotion.

Community Relations/Partnerships - The purpose of the Community Relations/Partnerships standing committee is to increase and improve DMACC's connections to the greater community by developing partnerships with other area businesses in order to promote an atmosphere of valuing diversity.

Ad Hoc Committees

Ad hoc committees will be created and maintained as deemed necessary by the commission.

III. Meetings

Frequency

The Commission will have at least two regular meetings a semester. Emergency sessions may be called by the chair as deemed necessary.

Rules of Order

Meetings will be conducted using a limited version Robert's Rules.

Agenda

A published agenda will be distributed to Commission members at least two days prior to a regular meeting by the Chair.

Voting

The Commission may act if there is agreement of a majority of those members present, but there must be a minimum of nine voting members.

Minutes

Minutes of each meeting will be recorded and archived.

Minutes of the previous meeting must be approved by the Commission members.

IV. Authority

The Diversity Commission will recommend actions, either initiated by a Diversity Commission Committee or by the Commission, to the Vice President of DMACC who will then take the recommendation to the President's Cabinet. If the recommendation is approved by the Cabinet, the Cabinet will direct appropriate individuals, offices, or departments to carry out the decisions.

V. Accountability

The Diversity Commission will submit a yearly summary of actions to the President.

VI. Budget

The Commission will use funds designated to them by the Board as discretionary funds to be used for speakers, brochures, conferences, or other expenses deemed necessary by the Commission which contribute to the achievement of the goals and mission.

VII. Changes to Charter

Changes to the charter of the Diversity Commission must be done by a 2/3 vote of the sitting Commission at two consecutive meetings.

Membership on the Diversity Commission had two representatives from each campus, six representatives district-wide, seven at-large members, and a student representative.

The following people served as **Diversity Commission Charter Members**:

Boone: Sam Pritchard*
Steve Krafteson*

Carroll: Karen Friedlein
Pat Granstra

West: Jim Koopman

Newton: Doug Frazier
Melanie Lehart

Urban: Verl Long
Winston Black

Ankeny: Dennis Kellogg
Judy Vogel

District-wide: Nancy Noth
Dan Ivis
Ahmed Agyeman*
Pam Parker
Ewa Pratt
Dawn Sonechen

At-large: Carlos Garza
Maura Nelson
San Wong
Prachi Mahajan
Ilima Young
Leland Searles
Mary Chapman

Student: Matt Larson (Carroll)

The following individuals served as the original **Standing Committees Chairs:**

Curriculum Committee – Judy Vogel (Acting committee chair)

Student Services Committee –

San Wong (Student Life sub-committee chair)

Ewa Pratt and Verl Long (Academic Support
sub-committee co-chairs)

Human Resources Committee – Nancy Noth

Events/Marketing Committee – Dan Ivis

Community Relations/Partnerships Committee – Carlos Garza

Kellogg stated, “One of our first tasks after getting our act together was the ‘diversity in the curriculum’ issue for which we created a committee (Maura Nelson, Mary West, Barb Schmidt , Darwin Pagnac, Judith Vogel and me.)” With Judith Vogel as the acting chair of the committee, a diversity requirement for students who earned A.A. and A.S. degrees from DMACC was researched, written, and submitted to the Diversity and Curriculum Commissions. The requirement was approved in February 2007 by the Diversity Commission and went on to be approved by the Curriculum Commission.

Des Moines Area Community College
Diversity Core Requirement for the A.A. and A.S. Degree in Liberal Arts
(Passed by Diversity Commission on 2/27/07)

Des Moines Area Community College is committed to developing an environment where diversity is valued and to creating a desire in students to learn about and appreciate people of different cultures and who have differences in thought, perspective, and experience. In recognition of this commitment, the College requires that any student who completes an A.A. or and A.S. degree in Liberal Arts must fulfill a diversity core requirement by completing a minimum of three college credits with a C grade or higher in courses designated by the Diversity Commission Curriculum Committee. The list of courses approved for satisfying the diversity core requirement will be reviewed and updated annually by this Committee. To be included on the list, the primary focus of a course must address diversity.

Any requests for substitutions or waivers of this requirement must be submitted to the Provost of the student's primary campus. If the provost deems the request has merit, he/she will submit the request to the Vice President of Academic Affairs for final approval.

*Courses that satisfy the diversity requirement may also count as credits to meet other degree requirements.

**Courses that meet the diversity requirement will be indicated on students' transcripts with an asterisk (*).

***Satisfaction of DMACC's diversity requirement may or may not satisfy diversity requirements of other academic institutions. Students should contact institutions to which they might transfer to determine which DMACC classes would satisfy their requirements.

Students may choose from the following courses in diversity:

SUGGESTED COURSES FOR DIVERSITY CORE REQUIREMENT
3 credits A.A. and A.S Degree in Liberal Arts

ASL	151	American Sign Language I
ASL	181	American Sign Language II
ASL	251	American Sign Language III
ASL	291	American Sign Language IV
ANT	100	Introduction to Anthropology
ANT	105	Cultural Anthropology
ANT	110	Faces of Culture
ANT	125	Applications of Anthropology
ANT	150	Global Perspectives - Local Issues
ANT	928	Independent Study Applied Anthropology

BUS	220	Introductions to International Business
FLF	141	Elementary French I
FLF	142	Elementary French II
FLF	241	Intermediate French I
FLF	242	Intermediate French II
FLS	141	Elementary Spanish I
FLS	142	Elementary Spanish II
FLS	241	Intermediate Spanish I
FLS	242	Intermediate Spanish II
GEO	111	Introduction to Geography
GEO	124	Regional Geography of Non-western World
GLS	200	Country Study – China
GLS	220	Country Study – Middle East
GLS	230	Country Study – Latin America
GLS	235	Introduction to International Studies
HIS	112	Western Civilization (Beginning to 1715)
HIS	113	Western Civilization (1715 to Present)
HIS	150	U. S. History to 1877
HIS	153	U. S. History Since 1877
HIS	201	Iowa History
HIS	160	Pacific Century
HIS	257	African-American History
HSV	185	Discrimination and Diversity
HUM	116	Encounters in the Arts
HUM	120	Introduction to Film
HUM	121	America in the Movies
LIT	101	Introduction to Literature
LIT	111	American Literature
LIT	142	Major British Literature
LIT	130	African American Literature
LIT	190	Women Writers
MGT	145	Human Relations in Business
POL	111	American National Government
POL	121	International Relations
POL	125	Comparative Government and Politics
POL	129	Politics of Terrorism
PSY	241	Abnormal Psychology
PSY	251	Social Psychology
SOC	200	Minority Group Relations
SOC	110	Introductions to Sociology
SOC	115	Social Problems
SOC	225	Social Gerontology
SPC	120	Intercultural Communication
SPC	126	Interpersonal and Small Group Communication

The Diversity Commission has always been committed to sponsoring activities and events on campuses to promote understanding and acceptance of a wide range of people, groups, and ideas. Early events had the Commission partnering with IPTV to present several films such as “A Dream in Doubt,” a movie about Muslims in America and “Village Called Versailles,” the story of a Vietnamese neighborhood in New Orleans following Hurricane Katrina.

Their homes destroyed.

Their voice discovered.



After rebuilding their community following Hurricane Katrina, this Vietnamese American community was threatened to become a government-imposed toxic landfill. This moving story tells how a devastating disaster was used as a catalyst for a better future.

IPTV Independent Lens Viewing of

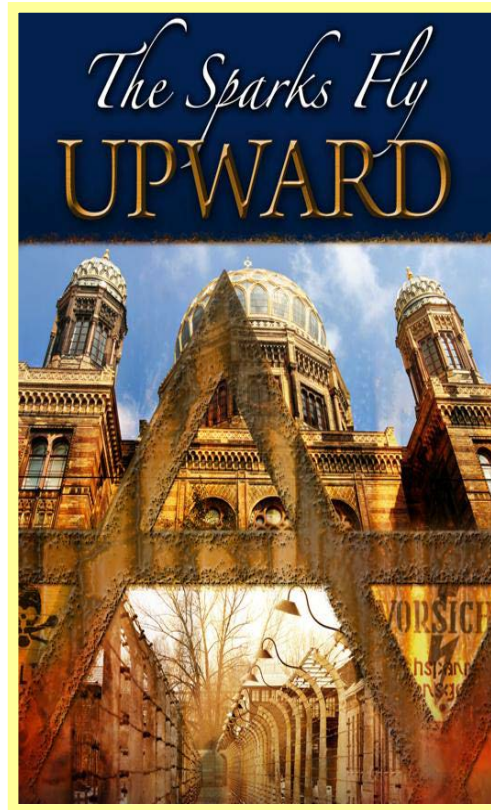
“A VILLAGE CALLED VERSAILLES”

April 22, 12:50 PM, Room 25B, Building 2, Ankeny Campus

Sponsored by DMACC Diversity Commission

Other events included a program by Terry Sallis called “A Mind is a Terrible Thing to Waste,” in which he told how he moved from being a prisoner to being a professional. Plays and art shows represented racial groups, cultures, and relations in our country.

Cathy Lesser Mansfield, playwright of “The Sparks Fly Upward,” shared her research for the play which dealt with the holocaust in Germany.



Drake University Professor Cathy Lesser Mansfield will deliver a presentation, including a piece of music from “The Sparks Fly Upward”, which is a musical drama about three German families during the Holocaust, told completely through music and lyrics. For more information visit—
www.thesparksflyupward.org

Another Diversity Commission project was the Tribute to Veterans which was erected by the lake on the Ankeny campus. The Tribute consists of five flags around a large stone with a plaque to honor those faculty, staff, and administration who served in the military. Besides the American flag, the Tribute included flags for DMACC, Iowa, POWs, and Lest We Forget flags. The Tribute was dedicated on Veteran’s Day, November 11, 2009. Many from the college and from the community attended including veterans who served in World War II, Korean Conflict, Viet Nam War, and the Wars in Afghanistan and Iraq.



TRIBUTE TO VETERANS

Des Moines Area Community College

November 11, 2009

Welcome.....Phil Carey, Veteran, DMACC Culinary Arts Program

Raising of the POW-MIA and "Lest We Forget" Flags.....Justin Riley and Quentin Lee,

National Guard Veterans and DMACC Students

Raising of the American Flag.....Justin Little and Douglas Lasher,

National Guard Veterans and DMACC Students

Singing of the National Anthem.....DMACC Choir Under the Direction of Jim Loos

Pledging of Allegiance to FlagNora Losh , Mother of Veteran Representing Families

Dedication of Veterans' Tribute.....Removal of Linen

“In Tribute to
Students, Faculty, and Staff
Who Have Honored
Our Country and DMACC
Through Their Military Service.
We Thank You”

Poem for Veterans.....Phil Carey

Musical Tribute.....DMACC Choir Under the Direction of Jim Loos

Playing of Taps for those who gave the ultimate sacrifice.....

*All in attendance are welcome to attend the reception in the Lobby of Building 7 following the ceremony for refreshments.

DMACC Choir Members:

Funding for the Tribute for Veterans was provided by the DMACC Foundation, DMACC Diversity Commission, and the Trail Walk Committee.

Soldiers in uniform are Douglas Lasher, Justin Riley, Quentin Lee, and Justin Little. Justin Little’s mother’s name is Nora Losh,

The Diversity Commission sponsored a college-wide project called “Diversity Across the Curriculum” in 2009. The project was based on a book edited by Branche, Mullenex, and Cohn which was titled **Diversity Across the Curriculum: A Guide for Faculty in Higher Education**. Vice President Linduska approved funds to purchase books that were distributed throughout the college and into all departments. Faculty were then encouraged to read the book and conduct discussions within their disciplines to implement suggestions for incorporating diversity into their curriculum and classrooms.

The Commission began a Summer Scholar Program offering free tuition for a 3-credit course plus \$100 for books. It also holds a Diversity Week each year. The Diversity Commission has committed funding for faculty to attend diversity-focused conferences and offers a grant for professional development fees and travel expenses.

Other Diversity Initiatives and Practices:

1. Diversity Campus Conversations
2. Diversity training workshops
3. Economic Diversity workshops
4. EEO/Affirmative Action Committee
5. Special Needs Support Services
6. International Year program
7. Walk As One
8. Latinos Unidos
9. Juneteenth
10. I'll Make Me a World In Iowa
11. Multicultural Resource Guide
12. Asian American Council Education Conference
13. Strengthening & Valuing Latino/Communities In Iowa Conference
14. Workforce Behavior Resource Tool
15. Formal International Exchanges
16. Sister City/State Relations
17. Faculty Sabbaticals/Prof Dev (abroad)
18. Student Study Abroad/travel/study credit
19. Grants: HCOP/Upward Bound/Student Support Services
20. International Student Population
21. Black Male Symposium
22. Extensive ESL/new location on south side
23. Training Academy-Community Outreach
24. Women's History Month
25. International Student Employment
26. Bridges Out of Poverty
27. International Food Fests
28. Celebrate Chinese New Year - Recognition of New Years
29. Project Self Sufficiency/Displaced Homemakers
30. Elderly Population - Reduced Tuition
31. Sign Language classes & interpreters for the deaf
32. Silent College
33. Minority Teachers Initiative (i.e., George Washington Teacher Education) Program
34. Latino Expo
35. Soccer Tournament
36. DMACC Coursework (i.e. Women's Literature, African American History, Race, Ethnic and Gender, Social Issues, Foreign Languages, Global Studies)
37. Urban Multi-Cultural Spring Festival
38. Black History Month
39. Asian Festival
40. Latino Heritage Festival
41. French Chef Visit
42. Job Placement Network
43. Department of Education Diversity Seminar Presentation(April 25-26, 2007)

44. Career Expo (targeting Minorities and Gender Under representation in Programs, such as Criminal Justice, Health)
45. Mitchellville Mentors, Reentry and Life Skills Ex-offender Initiatives
46. Workforce Training Academy targeting low income populations
47. Gear Up partnership with Des Moines District Middle Schools targeting low income and minority students
48. Memorandum of Agreement with Department of the Blind, Iowa Department of Rehabilitation Services, and Veteran Services targeting education and workforce services for persons with disabilities
49. Chartered Diversity Commission
50. Diversity Award (Tapestry Award)
51. Grant—provide interpreter training through the Iowa Division of Latino Affairs
52. Programming—"A Little Salsa on the Prairie" (documentary on Perry, Iowa; NAMI—Mental Illness)
53. Gay Pride Parade
54. Clubs—Spanish, Native American, African American Student Alliance, International Club, Interpretation and Translation, Campus Fellowship
55. Hosting Colombian Mobile Consulate
56. Hosting Plaza Comunitaria workshop (Mexican Government)
57. Provide meeting space to a variety of community orgs, e.g. Gay Pride, Iowa Asian Alliance....
58. Co-hosted the Greater Des Moines Partnership Multicultural Reception
59. IPTV Independent Lens Film Series sponsored by Diversity Commission and outside partners featuring the following films:
 - a. A Dream in Doubt
 - b. Arusi Persian Wedding
 - c. Banished
 - d. Don't Ask, Don't Tell
60. Speech by Ann Millin, Assistant to Director of Education for the National Institute of Holocaust Education
61. Speech by author, playwright, and creator of an original musical drama, "Sparks Fly Upward"
62. Dramatic performance of "The Meeting"
63. Urban "Taste of Africa" event
64. Iowa Studies Forum
65. Diversity Requirement for students receiving A.A. and A.S. degrees
66. Mexican Consulate Visit to DMACC
67. Celebration of the Literary Arts
68. Soul Food Luncheon (Event for Black History Month)
69. Kite Runner book discussion
70. Rock the Vote Bus Visit

As of this writing, August 2017, those who have served as Chairs of the Diversity Commission have been Dennis Kellogg, Carlos Garza, Rita Davenport, Jeannie McCarville-Kerber, Hazel Hull, Neal McGregor, Marlana Schnell, Erin Smith, Joanne Dudgeon, and Lynn LaGrone.

President's Message

"DMACC is committed to meeting the needs of our increasingly diverse district. That commitment is fostered at many different levels of the institution. Our Diversity Commission will serve as the institutional leader in the coordination of all of our efforts to create opportunities for citizens from different cultures and with different life experiences to experience DMACC, as a student, a professor or staff member."

DMACC President and CEO

Rob Denson

2008 Diversity Award

Des Moines Area Community College (DMACC) was named the winner of the Greater Des Moines Partnership's prestigious 2008 Diversity Award. The announcement was made at the Partnership's annual meeting on January 10, 2008. The award recognizes companies that create a diverse work force and client base, as well as an "environment of inclusion in greater Des Moines."



For further information about the DMACC Diversity Commission, go to their website:
<https://www.dmacc.edu/diversity/Pages/welcome.aspx>