Nevada State College

Diversity Report

2008
NSC: A Diversity Leader

- Strives to make outstanding service to the region’s underserved communities
  - a Central Theme,
  - a Core Value, and a
  - Proactive Business Model
## Student Diversity

<table>
<thead>
<tr>
<th>Ethnicity/Race</th>
<th>Nevada State College (2007-08 enrollment)</th>
<th>Clark County, NV (Census Quick Facts, 2008)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Native American</td>
<td>1.1%</td>
<td>0.9%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>10.2%</td>
<td>10.2%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>14.6%</td>
<td>7.1%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>18.1%</td>
<td>27.2%</td>
</tr>
<tr>
<td>White</td>
<td>56%</td>
<td>53.2%</td>
</tr>
</tbody>
</table>
Hiring Practices That Promote Diversity

- All NSC search committees reviewed for diversity before receiving final approval.
- NSC makes additional targeted efforts via various publications and websites to ensure that job postings are accessible to all prospective and eligible applicants.
- All search pools are reviewed to ensure that they are inclusive of diversity.
Faculty Staff Diversity

- Overall, 35% of NSC staff are members of minority groups;
- Thirty four (34%) of full-time NSC faculty are members of underserved groups—this figure is the highest in the NSHE;
- Sixty three percent (63%) of professional staff are members of underserved groups—this figure is also the highest in the NSHE;
- Thirty three (33%) of executive staff are members of underserved groups.
Multicultural Affairs

- **Heritage Center**: Supports retention through Education, Empowerment and Student Life
- **CDAC**: Responsive to Community’s Needs
- **Diversity Coalition**: Internal Diversity Group Addresses curricula, faculty development, climate
- **CLASS**: Serving Students with Disabilities
- **Affirmative Action**: Ensures nondiscrimination
- **K-12 Outreach** (e.g., Upward Bound): Helping more youth prepare for college (access)
Heritage Center: Supporting Multicultural Student Life

- Culture Club Support
- Dialogues on Diversity
- Henderson Festival of Cultures
- Accommodations and Support for Students with Disabilities
School of Education Initiatives

- **Curriculum/Programs**
- Diversity content addressed directly in the foundations course
- Teacher Recruitment Programs including STEP UP, MITT; on hold in partnership with CCSD in 2007-2008
- Courses for CCSD teachers Inclusive Schools Projects prepares practicing teachers on how to include students with disabilities in their general education courses
School of Nursing Initiatives

- Culturally sensitive nursing curriculum and classes (Transcultural Nursing)
- Clinical experiences at diverse hospitals
- School-based health clinic at Basic
- Multicultural Nursing Student Association
Liberal Arts and Sciences Initiatives

- Diversity & Social Justice Infused Curriculum
- Diversity Requirement Proposal in General Education (vote Fall 2008)
- Ethnic Studies Minor (approved Spring 2008)
- Sociology Minor with Social Justice and Diversity Emphasis
- Diverse Staff Competent in Diversity and Social Justice Across Disciplines
¡Gracias!

¿Preguntas?