Goal: Develop and implement a faculty recruitment and management “succession” plan to meet and surpass the College’s diversity goal

- Employee Development & Quality Enhancement (ED&Q) began implementing a plan to identify future faculty position openings and formalize a set of recruitment strategies. (August-01)
- The College’s first employee orientation video, which will also be used as employee recruitment tool, was developed. (March-02)
- Met with various College leadership groups (Academic Deans, Deans for Administration, Student Deans and Support Staff Councils) to discuss diversity goals. (August-02)
- Health and dental benefits were made available to same sex domestic partners. (March-02)
- Employee Development & Quality Enhancement is working to develop a management succession action plan. (August-01)
- A series of professional development initiatives were identified for inclusion in the management succession plan. (March-02)
- Analysis of potential DROP participants was conducted as part of faculty & management succession and recruitment planning. (March-02)
- The College’s 50% minority hiring commitment for faculty, managers, and professional staff continues to increase diversity. Minority employees were 49% of the targeted categories on June 30, 2000, compared to 46% the prior year. (August-01)
- Minority employees were 50% of the targeted categories on June 30, 2001, compared to 49% the prior year. (March-02)

Goal: Continue to implement an aggressive student recruitment plan to increase enrollment of underrepresented groups in specific programs

Goal: Implement strategies to ensure that all groups, especially those underrepresented in the business community, have fair access to participation in College business activities.

- Business Affairs has developed and implemented strategies for underrepresented groups to participate more fully in College business activities: A staff position has been dedicated to providing technical assistance to minority vendors; Dollars spent with minority/women owned businesses are tracked and reported monthly to the District Board of Trustees. (August-01)
- $7.60 million dollars was spent with minority/ women owned businesses in 1999-2000. (August-01)
- $9.96 million dollars was spent with minority/women owned businesses in 2000-2001. (March-02)
- Facilities Management participated in technical support seminars designed for minority and women-owned businesses interested in work with construction contractors. The seminars were conducted at MDCC’s Entrepreneurial Center. (March-02)
- Sponsored Small, Minority and Female-Owned Business Opportunity Construction Workshop. (August-02)
- Exhibited at business expos and conferences sponsored by: the American Airlines North Terminal Project: Small Business Opportunities Conference for Minority and Women Business Owners and Entrepreneurs; the Florida Regional Business Council; and the National Minority Supplier Development Council of Florida. (August-02)
- Updated and distributed the College’s directory of minority and female-owned businesses. (August-02)
- Updated the College’s on-line directory of minority and female-owned businesses. (August-02)
- Continued to sponsor trade fair events at selected Campuses to provide opportunities for Campus staff to meet with minority/women-owned business representatives. (August-02)