Initiatives, Programs and Activities

Community Outreach and National Partnerships
CSN continues to build partnerships with local and national business, government, non-profit and community organizations representing diverse populations. The Office of Diversity works to identify and develop scholarship programs and collaborates with the Hispanic Association of Colleges and Universities (HACU), the Congressional Hispanic Caucus Institute (CHCI) and other national institutes to bring internship opportunities to CSN students. It also forms partnerships with local businesses that may offer beneficial opportunities for CSN students to attain real-life experience in their fields of interest. The Office also supports advisory community councils and the Division of Workforce and Economic Development.

CSN Diversity Council
CSN’s Diversity Council provides support, guidance, and feedback to the Office on the diversity strategic plan, initiatives and programming. The Council is composed of 10 active rotating members, five council board members and five honorary members.

The members represent administration, staff, faculty and students and the community. Council members meet quarterly and conduct a yearly council event to brief the larger community on activities and programs, recognize committed individuals, recruit interested members and volunteers, and provide training opportunities on relevant diversity topics.

Multicultural Programming and Heritage Months
CSN embraces and celebrates cultural and heritage diversity through its heritage committees, comprised of staff, faculty and administration. The college organizes a variety of events to recognize Asian/Pacific Islander History Month, Black History Month, Hispanic Heritage Month, National Native American History Month, Pride Month and Women’s History Month. Moreover, the Office of Diversity is working with eight diversity-related committees, composed of faculty, staff, students and community members, to create yearlong programming that focuses on diverse populations and student needs.

Diversity and Inclusion Education
In conjunction with CSN’s Center for Academic & Professional Excellence (CAPE), the Office of Diversity hosts a series of quarterly one-day forums that provide diversity awareness and cultural sensitivity training for faculty and staff focusing on student interaction and providing practical tools to enhance student success. The Office of Diversity conducts ongoing benchmarking to establish training and development opportunities in these areas.

Hispanic Serving Institution (HSI) and Minority Serving Institution (MSI) Designations
CSN continues its efforts to become a Hispanic Serving and Minority Serving Institution and access Title III and Title V grant opportunities through the U.S. Department of Education and other organizations that support HSI/MSI institutions. The Office of Diversity is part of the HSI Task Force and provides overarching support and leadership for these important institutional priorities.

Marketing, Communications and Government Affairs Support
The Office of Diversity collaborate with the Office of Communications and Government Affairs and the Marketing Department to create comprehensive campaigns with targeted messages for diverse audiences. In addition, it provides support for Spanish-language communications.
CSN Foundation and Diversity Champion Development
Thanks to the generous support of community partners, the Office of Diversity is able to obtain financial support to develop plans, initiatives, programs and events to achieve its mission. The Office of Diversity works closely with CSN’s Foundation to identify organizations and individuals who directly focus their gifts towards the achievement of the college’s diversity goals.

Academic Affairs Support
The Office works closely with Academic Affairs administrators, academic deans and chairs to support specific academic programs and community-driven initiatives. It identifies opportunities to promote CSN’s academic offerings and provides recommendations on diversity-related topics.

Human Resources/Affirmative Action/EOE/Recruitment and Training
The Office of Diversity works with the Chief Affirmative Action Officer and other Human Resources Department professionals to fulfill Affirmative Action Plan goals, enhance recruitment practices to increase diversity in candidate pools, and establish impactful training opportunities related to inclusion, diversity and cultural awareness.

Supplier Diversity
The Purchasing Department and the Office of Diversity collaborate to create networking and training opportunities for local businesses through CSN’s supplier inclusion events and workshops. The Office assists with other Purchasing Department’s goals related to supplier inclusion.

Student Affairs Support
The Office of Diversity works closely with Student Affairs to identify opportunities to establish, enhance and expand internship and scholarship programs. It works closely with Recruitment and Retention to create strategies focusing on diverse populations. The Office actively supports and promotes efforts by CSN’s Veterans Affairs Division, the Disability Resource Center and the International Center, and is currently exploring opportunities to create multicultural centers at CSN campuses where students can create connections, celebrate culture and exchange ideas.

Institutional Projects
The Office of Diversity participates in college-wide initiatives such as CSN’s Strategic Plan, the Work Climate Committee, the Strategic Enrollment Plan, and others, and its leadership is part of the President’s Cabinet. It provides guidance and furthers the diversity goals through institutional efforts.

NSHE Collaborations
The Office of Diversity assists the President’s Office in all efforts related to the Equity, Diversity and Inclusion Council (EDIC) created by the Nevada System of Higher Education (NSHE) Board of Regents and oversees joint projects with the system’s office and sister institutions, such as the Southern Nevada Diversity Summit, the Retention and Recruitment Consortium and other NSHE initiatives.

The College of Southern Nevada provides equal access/equal opportunity for education and employment to all. For more information visit: www.csn.edu/pages/4741.asp.