Increases in Student Populations since 2003

<table>
<thead>
<tr>
<th>Student group</th>
<th>Increase in KCTCS student population</th>
<th>Increase at BCTC</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaskan Native</td>
<td>21%</td>
<td>83%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>44%</td>
<td>93%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>34%</td>
<td>74%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>59%</td>
<td>89%</td>
</tr>
<tr>
<td>Non-resident alien</td>
<td>90%</td>
<td>97%</td>
</tr>
</tbody>
</table>

Data from KCTCS 2008-2009 Fact Book (http://www.kctcs.edu/About_KCTCS/~media/System_Office/About/Factbook%2009/Factbook%2008-09-2.ashx)

**The Latino Leadership and College Experience Camp**

The Latino Leadership and College Experience Program is a unique, intensive college preparation program designed for and planned with Latino/Hispanic and/or Spanish speaking youth. The LLCEC encourages and motivates Latino/Hispanic youth to stay in school, plan for college, and set academic and career goals through peer mentoring, academic mentoring, and social/career networking. The LLCEC empowers youth by exposing them to culturally and linguistically relevant esteem-building and leadership development activities. It is our mission to inspire youth to never stop acting on their DREAMS.

**Survey Results: LLCEC**

Survey Responses

<table>
<thead>
<tr>
<th>Camp provided a caring environment for students to learn</th>
<th>The LLCEC provided me positive adult role models</th>
<th>I came to the LLCEC because my parents and teachers encouraged me to achieve my goals</th>
<th>My experience at the LLCEC has motivated me to do well in high school</th>
</tr>
</thead>
<tbody>
<tr>
<td>[Strongly Agree] 86%</td>
<td>[Agree] 76%</td>
<td>[Somewhat Agree] 0%</td>
<td>[Strongly Agree] 79%</td>
</tr>
<tr>
<td>[Agree] 14%</td>
<td>[Agree] 23%</td>
<td>[Agree] 24%</td>
<td>[Agree] 21%</td>
</tr>
<tr>
<td>[Somewhat Agree] 0%</td>
<td>[Strongly Agree] 1%</td>
<td>[Strongly Agree] 3%</td>
<td>[Strongly Agree] 0%</td>
</tr>
<tr>
<td>[Disagree] 0%</td>
<td>[Disagree] 0%</td>
<td>[Disagree] 3%</td>
<td>[Disagree] 0%</td>
</tr>
<tr>
<td>[Strongly Disagree] 0%</td>
<td>[Strongly Disagree] 0%</td>
<td>[Strongly Disagree] 3%</td>
<td>[Strongly Disagree] 0%</td>
</tr>
</tbody>
</table>
The LLCEC taught me to be responsible for my learning and education.

The LLCEC made me think about planning and decision making so I can make better choices.

LLCEC gave me knowledge of my culture and encouraged me to be proud of who I am.

The LLCEC made me better aware of how to resist negative peer pressure and taught me how to respond to a tough situation.

The LLCEC has inspired me to go college.

The LLCEC has inspired me to take action i.e. advocate for the DREAM act, raise awareness and support issues affecting children.

Before the LLCEC I was proud to be me.

After the LLCEC I was proud / even prouder to be me.
**Survey Results: Latino / Multicultural College Fair**

Serves under-represented multicultural youth by providing access to college admissions information, leadership workshops, one-on-one mentoring, cultural and art exhibitions and workshops, career exploration and motivational presentations.

Spring 2006 LMCF was held at BCTC Leestown Campus: 385 students attended  
Fall 2006 LMCF was held at Kentucky State University: 250 students attended  
Fall 2007 LMCF was held at Fayette County Cooperative Extension Office: 210 Students Attend  
Fall 2008 LMCF was held at Georgetown College: 417 students attended  
Fall 2009 LMCF was held at the University of Louisville: 850 students attended

**Student Participants were asked to complete a survey:**

**Did you know that all students that graduate from KY high schools can go to college?**

<table>
<thead>
<tr>
<th></th>
<th>2008 Data (397 Responses)</th>
<th>2009 Data (803 responses)</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>45%</td>
<td>63%</td>
</tr>
<tr>
<td>NO</td>
<td>55%</td>
<td>37%</td>
</tr>
</tbody>
</table>

Bluegrass Community and Technical College: Multiculturalism and Inclusion Community Impact Report
### Who influences your decisions most?

- **Parent**: 64%
- **Teacher/Mentor**: 14%
- **Friends**: 10%
- **Relatives**: 7%
- **Other**: 5%

### What is the biggest problem facing youth today?

- **Immigration Issues**: 20%
- **Gangs and Violence**: 27%
- **Racism**: 19%
- **Economy**: 27%
- **Environment**: 7%

### What do you think is the main cause for high school dropout?

- **Immigration Status**: 11%
- **Financial Problems**: 22%
- **Lack of Family Support**: 27%
- **Lack of Support at School**: 18%
- **School is Boring**: 12%
- **Gangs**: 10%
Appendix

“Leadership and College Experience Camp (LLCEC) Notebook and College Guide” created especially for the participants and their; The “My Road to College” portion of the guide is used at the Annual Latino/Multicultural Student College Fair” as well. Below are excerpts from the guide.
Program Overview

The Bluegrass Community and Technical College (BCTC) Department of Multiculturalism and Inclusion (M&I) and Department of Adult Education offers services to promote the integration of immigrant students within the fabric of Central Kentucky, to encourage cultural exchanges of such students and their native born peers, and to facilitate college access and retention via the Offices of Hispanic/Latino Outreach, Diversity Outreach, International Student and Scholars, and English as a Second Language and ESL Civics Programs. BCTC is the only college to offer such comprehensive services within the Kentucky Community and Technical College System (KCTCS) and offers support in the form of technical expertise to other KCTCS professionals across the state. Additionally, the professionals and volunteers championing these services and programs have created a wide array of outreach and college preparation programs designed to help immigrant and multicultural youth prepare for and understand college processes, explore career and academic goals, and increase self-esteem and self-awareness.

Some of the exemplary programs include: The Latino / Multicultural College Fair, Promesa Mentors, Enlace Student Association, the International Student Association, Diversity Outreach Intramural Sports Leagues, the Leadership & College Experience Camp Program, Democracy School, and Líderes Institute. The annual programming and services budget is approximately $22,000 from college funds and $35,000 in funds from grants and community based donations/sponsorships. Salaries for the departmental staff total ~$200,000 and are paid by recurring college funds.

2009 Accomplishments include:

- The Latino/Multicultural College Fair held in October served 850 immigrant, refugee and/or Hispanic/Latino youth from 32 high schools across the state. Since 2005, this program has provided educational access information, motivation and one on one mentoring to over 2,200 youth living in Kentucky.
- Promesa Mentors: 27 Promesa mentors from three different communities were trained to assist families with admissions applications, scholarships forms, and basic financial aid forms. Since 2007, over 60 mentors have been trained.
- The Enlace (Spanish for “link”) Student Association boasts a statewide membership of more than 150 students. This student organization, formed in 2005 with four students from Mexico, Ecuador, Texas, and Kentucky, has led to the creation of similar organizations at different high schools across the state including Soñadores at Oldham County High School in Lagrange, KY and Esperanza at Woodford County High School in Versailles.
- The BCTC Adult Education Program served 564 immigrant students from China, Japan, Ivory Coast, Congo, Ghana, Mexico, Peru, Colombia, etc.
- Líderes Instituted served 22 middle school students and is the newest component of a college preparation pipeline that includes participation in the college fair, Promesa Mentoring, and eventually the Leadership and College Preparation Program (LLCEC). The 2009 LLCEC served 60 high school and college youth; Since 2006, this program has served 140 immigrant, refugee and native born youth from all across the state.
- Advocacy initiated by the Office of Latino Outreach led to the preservation of a provision allowing undocumented youth and many visa holding youth access to KY’s institutes of higher education and in-state tuition in the Kentucky’s Council for Post-Secondary Education admissions and residency rules.

Significance of Program

The Carnegie Foundation states that "a college is a community, a place where sacredness of the person is honored and where diversity is aggressively pursued." With this in mind, the Department of Multiculturalism and Inclusion (M & I) promotes leadership towards the improvement and sustainability of a diverse and inclusive community valuing the contributions of a multicultural environment while providing guidance and assistance on programs, classes, policies and practices promoting excellence, equity, and effective teaching and learning. The offices that comprise M &I work together with many community partners, faculty, staff and students to:

- Recruit, retain, graduate and/or transfer multicultural students
- Provide ongoing diversity and cultural enrichment for faculty, administrators, staff and students
- Assist multicultural students in their day-to-day tasks, with access and with concerns of inclusion within the community college setting
- Develop continuous outreach efforts to serve underrepresented populations
- Promote cultural exchange in the college setting and within the community

In 2004, Dr. James Kerley, former BCTC president, envisioned a comprehensive M&I Department. At that time, Dr. Kerley created two positions: Latino Outreach and Diversity Outreach. The current leadership of President Dr. Augusta Julian elevated M&I to be a part of the president’s office allowing for diversity and
inclusion to be not just a component of the school’s goals but at the heart of the school’s mission to serve students and the community in its entirety.

M & I serves all multicultural and/or underrepresented students despite citizenry making it a natural occurrence to serve native born and immigrant students simultaneously via mentoring, advising, college counseling and extracurricular programming. M & I also informs and supports faculty, staff and students at the 15 other colleges that comprise the Kentucky Community and Technical College System (KCTCS). Furthermore, the Latino Outreach office is one of only two such offices that exists among Kentucky’s 8 state universities and 16 community colleges resulting in a high demand for information, programs and support services for immigrant and native born Latino/Hispanic students as well as refugee, ESL, migrant and/or immigrant students of many origins residing all over the state.

Since 2000, Central Kentucky (BCTC’s focused service area) has seen over a 254% increase in immigrant populations; largely due to a high influx of Latino/Hispanic immigrants and migrant workers and the placement of many refugees from Nepal, Congo, and Cuba among other countries. There are over 60 languages represented in Fayette County Public Schools; the most popular being Spanish, Japanese, and Russian.

BCTC has been proactive in meeting the diverse needs of the immigrant population and is at the forefront of including all students in the programming and planning of college activities and services. The programs outlined in the summary overview above demonstrate the scope to which immigrant and native born students interact; other notable programs include:

- **The International Student Association** is open to all BCTC international, foreign born and native born students. It provides cultural exchanges in the form of meetings, social gatherings and retreats during the school year. Students from all parts of the world, all immigrant and non-immigrant status’ and all parts of the United States and Kentucky participate in this organization and learn together about leadership styles, intercultural and interpersonal communication skills and cultural competency.

- **Diversity Outreach Intramural Sports Leagues** was created in 2006 to provide a social outlet and a network of support for underrepresented students including immigrant, refugee, international and foreign-born, and first generation college students. The intramural program includes recreational soccer, basketball and cheerleading/dance leagues. This service helps students come together in a non-academic setting and encourages relationships that improve their academic performance and persistence.

- **Democracy School** provides college and high school students the opportunity to learn about U.S. Civics, the history of U.S. Social and Civil Rights Movements, the principles of organizing and strategies to organize effectively for issues selected by the participants.

The M&I programs make serving both native born and immigrant students a natural process of everyday life. Being able to serve students and families within a college setting and being able to access resources (tutors, scholarships, internships, advocacy, mentors) to help promote the educational and occupational success of all students makes the this program unique. Most immigrant support services and programs focus on immigrant rights, basic ESL or community understanding and education, and though these are much needed services, M&I has gone above and beyond the traditional ideas of serving immigrant communities that many times still leave them unconnected from their native born peers. M&I programs assist students in obtaining a pathway to a college degree (from ESL to Associate’s Degree to Bachelor’s Degree), and provide spaces for students of all backgrounds and their families to interact in meaningful ways. By enabling all students, native and foreign born to graduate together or to accomplish together the goals of one of the leadership and college preparations programs, the immigrant students find empowerment and belonging while being proud of who they are and the native born students also feel empowered and have a better sense of the world beyond their country’s border.
The Bluegrass Community and Technical College Department of Multiculturalism and Inclusion has worked diligently to make education accessible to all residents living in the Bluegrass service region and to ensure that all students, faculty and staff enjoy a diverse and inclusive learning community that values the contributions of all. By employing personnel who have shared life experiences with the first-generation and/or immigrant students they serve, the office strives to ensure that students of all backgrounds, cultures and abilities participate in the programs, services and events provided. The activities are planned with student and community input which in turn gives the students and the community an empowering sense of ownership of all the programs and events.

Since 2003, KCTCS (KY Community and Technical College System) has seen substantial growth in their multicultural student populations yet BCTC has seen even greater growth which exemplifies their focused efforts of recruiting, retaining and encouraging all students, native and foreign born, including international students and students of all immigrant status’ to achieve their dreams and thus improve their families and children’s quality of life.

<table>
<thead>
<tr>
<th>Student group</th>
<th>Increase in KCTCS student population</th>
<th>Increase at BCTC</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaskan Native</td>
<td>21%</td>
<td>83%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>44%</td>
<td>93%</td>
</tr>
<tr>
<td>Black/African American</td>
<td>34%</td>
<td>74%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>59%</td>
<td>89%</td>
</tr>
<tr>
<td>Non-resident alien</td>
<td>90%</td>
<td>97%</td>
</tr>
</tbody>
</table>

A survey conducted at the 2008 Latino / Multicultural College Fair showed that only 45% of the students who attended the fair understood that all Kentucky high school graduates, regardless of citizenship status, could attend college in Kentucky. For the past year, one focus of the office staff has been to raise awareness of college access information by providing workshops to students, families, community gatekeepers and services providers as well as to increase the number of Promesa mentors trained. At the 2009 Latino / Multicultural College Fair 65 % of the students surveyed understood that all high school graduates could attend college, a 20% increase from the year before (survey attached) showing that awareness of college accessibility has increased.

The Leadership and College Experience Camp survey searches for much of the same information and also surveys students’ self-esteem, peer interactions, and feelings of belonging with a pre and post camp survey. Survey results indicate the students’ feelings of pride in themselves, perception of college, perception of peer acceptance and feelings of empowerment increased by nearly 100% as a result of participating in the camp. Student and community testimonials can be found at [http://www.bluegrass.kctcs.edu/multiculturalism_and_inclusion/](http://www.bluegrass.kctcs.edu/multiculturalism_and_inclusion/).

The activities offered by M & I specifically the Office of Latino Outreach, have been duplicated and adapted to meet the needs of other communities across the state. For example, as a result the Leadership and College Experience Camp, many high school participants from across the state have applied what they have learned by creating student organizations at their high schools. Such organizations include: Esperanza at Woodford County High School, DREAM Club at Harrison County High School, Soñadores at Oldham County High School, College Prep Club at Dunbar High School in Lexington, KY, Pride Program at Montgomery County High School, and others.

M & I has heavily invested in educating young students about college preparation and career opportunities, starting at the middle school level. The programs outlined in this narrative are supplemented by many other enrichment and student preparation and leadership programs. These include a series of Summer Enrichment Programs such as, “Me, Myself and My Community Photography Project,” which allows immigrant and native born students to create photo journals of themselves, their communities and their families. This program funded and staffed by M & I was done in collaboration with Fayette County Schools, La Voz Newspaper and the Lexington Public Library. Another noteworthy program is the Challenging America, Reengineering National Education Gains Including
Bluegrass Community and Technical College: Multiculturalism and Inclusion

fresh Epistemologies & Holistic Approaches to Learning and Leadership (C.A.R.N.E.G.I.E), which provides opportunities for students to learn about careers in the Sciences, Technology, Engineering and Math.

As a result of the programs and efforts championed by this department, the Kentucky Community and Technical College System (KCTCS) Diversity Peer team, which is comprised of Diversity Directors and agents across the 16 college system, has gained a broader understanding of immigrant populations and has used this understanding to draft a new KCTCS diversity plan that is inclusive of all cultures and lifestyle preferences. In turn, the KCTCS Diversity Peer Team has been a strong voice of input for the Council of Post-Secondary Education’s new Diversity Plan. It is also significant to state that the advocacy efforts of the BCTC M & I office has preserved the in-state tuition and admissions provisions benefiting undocumented immigrants and many visa holding students; the provision was being deleted unfairly due to legislative fear, but was preserved after the M & I office led a state-wide letter writing and call in campaign among supporters within K-12 education, higher education, students, and community advocates so that education would remain affordable and accessible to many immigrant students.

Influence: the Multicultural Reach

The M&I Department serves as an example for the college district and the statewide system which in turn allows for a state-wide reach of influence to serve immigrant students and to promote integration and cultural exchanges; policy views have been used during strategic planning at the college and systems level; advocacy efforts have been influential in securing educational access for all students seeking to attend Kentucky’s colleges and universities, and programs have been duplicated and adapted so that immigrant and native born students come together to study, celebrate and improve their communities.

At the heart of the M&I mission is a deep rooted passion to help students of all backgrounds succeed, to encourage them to learn from each other, and to help them gain access to greater opportunities and jobs thus improving their qualities of life. This program is unique in the fact that it is located on a community college campus; community colleges have long been open to all people’s residing in a community regardless of socioeconomic level, immigration status, educational achievement and language ability. Due to this fact, the M&I office has been given the opportunity to naturally reach and include a diverse mosaic of students. In contrast, traditional immigrant coalitions and agencies are challenged because not all members of the community need to access their services thus making it more difficult to create authentic interactions between native born and foreign born individuals.

The programs are also unique in the fact that student input is a vital and integral component to the planning and implementation of services. For example, Enlace Student Association assists in the planning, implementation, and fundraising efforts required to carry out two major state-wide events: the Latino / Multicultural College Fair and the Leadership and College Experience Camp. Instead of creating and delivering programs to the students in a patriarchal and authoritative manner, the office staff seek and rely heavily on the input, opinions and values of the students they serve.

Another unique factor of this program is the broad array of community partners that support and benefit from the initiatives such as the Lexington Hispanic Education Association, the Migrant Network Coalition, the Lexington Public Library, the Kentucky Migrant Education Program, and the Kentucky Coalition for Immigrant and Refugee Rights. The close relationships that have been forged between M&I and these communities partners have been mutually beneficial: more immigrant students have learned of their educational opportunities, more native born individuals have been able to educate and include themselves in immigrant community activities and advocacy
opportunities, and resources have been shared so that more people can benefit from the great services and opportunities provided by all.

This program can and has been duplicated by others across the state of Kentucky and can be applied to any program housed at an institution of higher education, adult basic education center, K-12 school or other agency that serves both native born and immigrant individuals. The key components necessary for duplication are an institutional philosophy to include all individuals by valuing their unique abilities and skill sets, dedication of time and resources, and a genuine desire to serve all people. Programs of this nature take time to nourish and mature, but once a foundation of trust and consistency has been laid, the possibilities to encourage and achieve intercultural exchanges is endless and will become a natural part of everyday life.

The M & I Department has been in existence since 2005 with the full office staff and will be in existence for many years to come. Similar to many educational programs, M & I faces the same challenges of reduced funding during hard economic times. Nonetheless, the staff is resourceful and the administration including President Dr. Augusta Julian is committed to maintaining a fully staffed office and a minimum level of funding so that the staff and students can carry out the program’s goals and dreams.