

## DIVERSITY REPORT – NOVEMBER 17, 2022

### **Note: The Diversity Committee meets the second Tuesday of each month**

- The Committee received one-time only funds from EEO and plan to bring back the Faculty Diversity Internship Program (Grow Your Own) to the college.
- The Committee presented a resolution fall 2022 to the Academic Senate and Classified Senate and both groups approved.
- The Committee will present a resolution to the Participatory Governance Committee at the next meeting to re-institute the Faculty Diversity Internship Program (it was too late to present at the last meeting).
- The College has a commitment to hire faculty who reflect the diversity of the College's student body.
- The Committee realizes that it is an awkward time at the College to bring back the program but we need to be more inclusive and increase our diversity.
- In addition, the College continues to hire emergency hires and we would like these applicant pools to be more diverse.
- The Committee hopes to start the planning process in spring 2023.
- The Committee has the framework, to re-start the program.
- The Committee has worked with the College Academic Senate President and the committee to improve our job announcements, and to make sure we include equity minded hiring principles and practices throughout the process.
- The Committee is reassessing advertisement outlets/sources with the goal of selecting those that reach more diverse applicant pools.
- The Committee wants to focus on applicant's knowledge, skills and abilities.
- The Committee will continue to work on the goals established for Fiscal Year 2021/2022.
- The Committee is planning a spring 2023 event that corresponds with our goal of involving community partners for the purpose of sharing resources and learning strategies to improve diversity, equity and belongingness at the College.
- The Committee is going to revamp the Orientation training for committees and include implicit bias training.
- The Committee has implemented a rubric for hiring committees to use to score the diversity statement with specific evaluation criteria that also includes cultural competencies.