

Practical Solutions for Prioritizing DEIA

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Leading the DEIA Revolution

A Radical Transformation of
Community College Employment

Agenda

Our Context

Our Transformation

- Invite
- Initiate
- Empower
- Invest

Our Future



Our Context

Fraudulent Foundations

Stubborn Status Quo

Performative Diversity

Identity Crisis



Our Transformation



Invite

Our mission, vision, and values must
be evident everywhere

Invite

We must convince people we value
their authenticity

Invite

Employment Marketing:

Success of our diverse student communities

Dynamic content

Designed to welcome diverse communities

Invite

Expressing Interest:

Ask people to tell us how they have used their KSAs to facilitate the success of diverse communities

Eliminate information which perpetuates bias and barriers

Anonymous screening

Invite

Finding New Community Members:

Require committee members focused on DEIA assessment

Define essential attributes and behaviors for success in a diverse context

Use tools designed to deliver desired outcomes

Invite

Finding New Community Members:

Use behavioral interviews founded on successful performance in a diverse context

Prioritize people with demonstrated contributions to DEIA outcomes beyond individual roles

Behaviors and outcomes, not philosophies

Invite



Our Transformation



Initiate

Initial interactions must validate individual identities

Initiate

Welcome people into a culture of transformation

Initiate

Belonging:

Create cohorts

Individual identities, shared mission

Shared accountability for our future

Invite



Our Transformation



Empower

Give people a platform

Empower

Data tells us who we are, stories
compel us to change

Empower

Agency:

The rules must create opportunities for new voices

Accountability drives change

Empower



Our Transformation



Invest

Institutional performance is the sum of millions of individual interactions

Invest

We must evolve to continue meeting the needs of our diverse communities

Invest

Evolution:

Creating space for community

Coaching, advocacy, and learning

Legitimacy, engagement, transformation

Empower



Our Future

Intentional Design

- Who would we welcome into our community if we designed our colleges to serve diverse students successfully
- How will we identify the behaviors and competencies necessary to meet our mission, vision, and values
- How will we align community members, culture, and structure to hold ourselves accountable for diverse student success

Community Building

- How do we know how community members experience our culture and structures
- How do we validate and value the lived experiences of our community members within our culture and structures
- How do we create opportunities for personal and professional growth within our mission, vision, and values

Resources

ACHRO/EEO

- DEIA Strategic Recommendations
- <http://achroeeo.com/diversity-equity-and-inclusion/>

Academic Senate (Statewide)

- Model Hiring Practices Modules
- <https://ccconlineed.instructure.com/courses/5733>

CCCCO/VRC

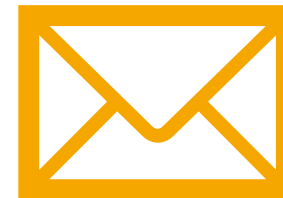
- 2022 EEO Best Practices Manual
<https://www.cccco.edu/-/media/CCCCO-Website/Reports/cccco-eeoreport-062022-a11y.pdf?la=en&hash=9D7F34D11B52A45F4C689F4AB733347067E8BC3D>
- <https://visionresourcecenter.cccco.edu/>

Questions & Discussion

Thank you



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