



Dipping Your Toe into F-DIP

BUILDING A SUCCESSFUL
FACULTY DIVERSITY
INTERNSHIP PROGRAM
FROM THE GROUND UP



What brings
you to our
pool party
today?



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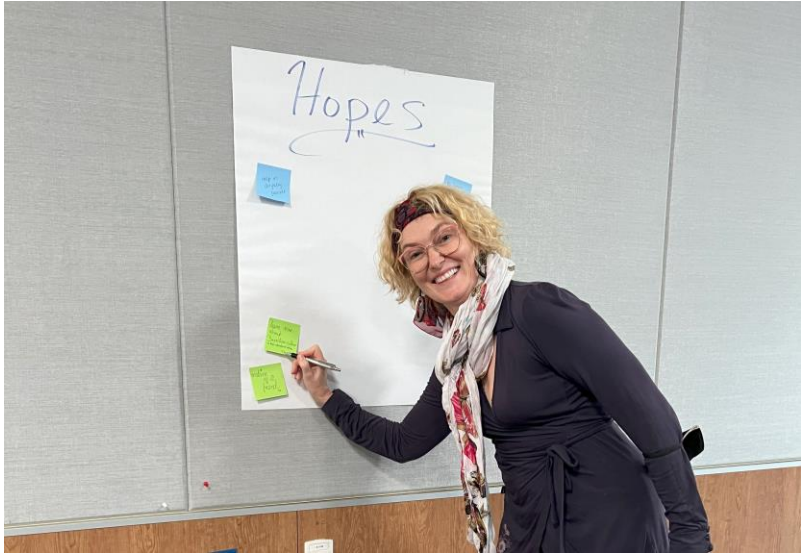
Samantha Folb, J.D.

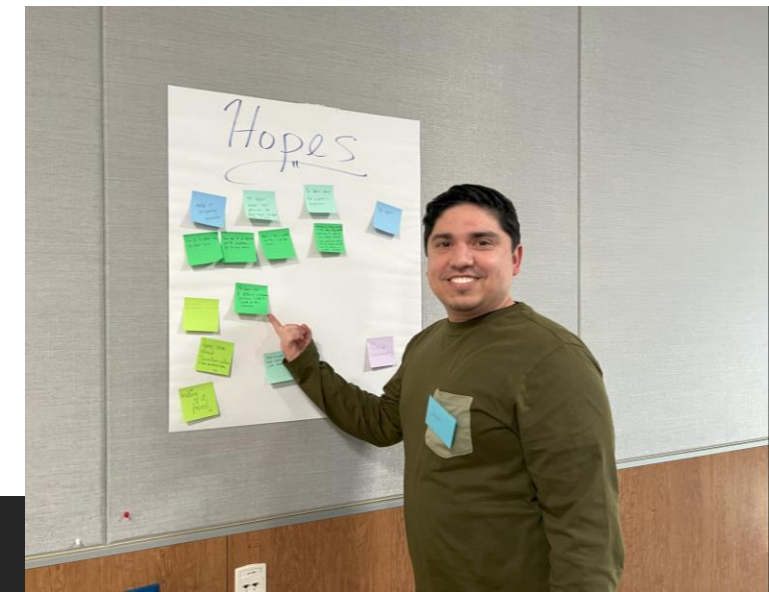
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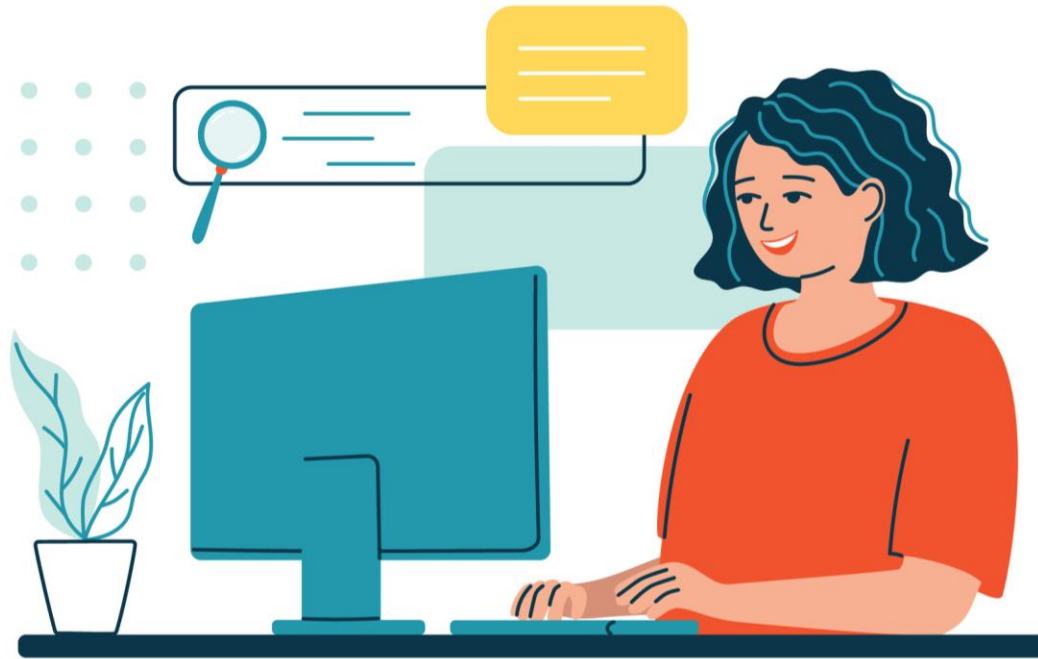




Today we will talk about:

- ❖ **Benefits of Establishing an FDIP Program**
- ❖ **Program Overview**
- ❖ **Core Requirements for Interns and Mentors**
- ❖ **Things to Consider in Building Your Program**
- ❖ **Program Success Stories**





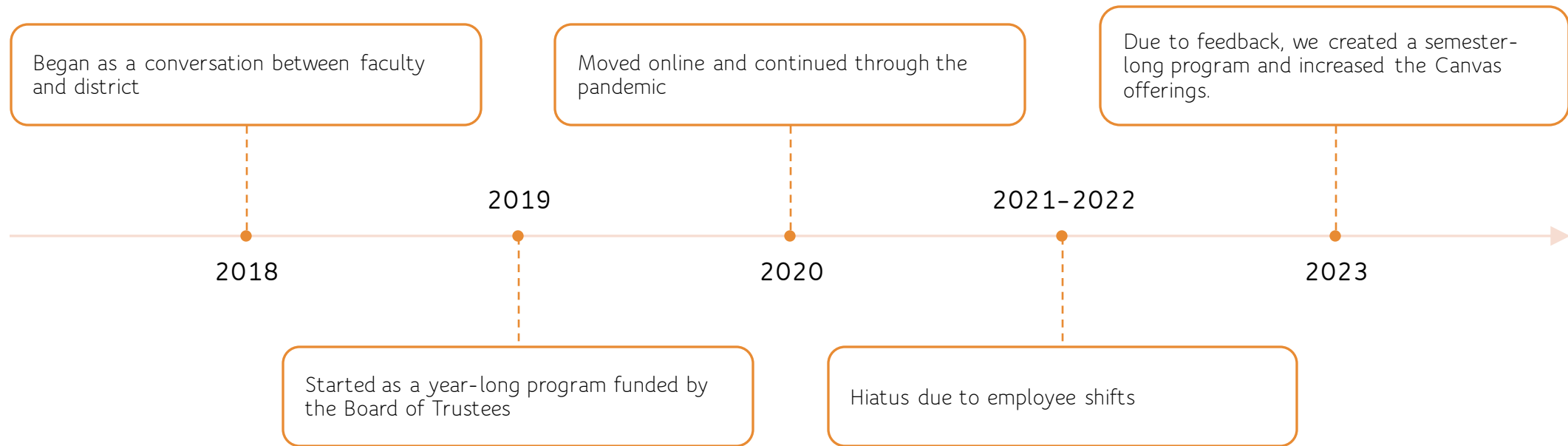
Mentor Quick Write & Share-Out

What is FDIP?

The Faculty Diversity Internship Program is a semester-long program that combines didactical learning opportunities, hands-on teaching experience, and mentorship to equity minded individuals interested in a career teaching at a California community college.



History of FDIP at WVMCCCD



Three Primary Program Components

Individual 1:1
mentoring with a
seasoned and trained
peer mentor once
a week

Bi-monthly group
trainings and insightful
workshops led
by experts

Weekly, hands-on
instructional
experience with
a faculty mentor

How FDIP Benefits Interns

- Better understanding of the community college mission to provide accessible educational opportunities for all students.
- Inclusive learning community for individuals looking to advance their career.
- Opportunity to connect with mentors of the same affinity group.
- Hands-on teaching and instructional skills development constructive feedback, cognitive coaching, and advice.



How FDIP Benefits Interns

- Familiarity with classroom responsibilities, collegiality, and professional and institutional priorities.
- Increased clarity of long-range career goals and planning.
- Career development to include interviewing and applications.
- Support and advocacy from professional faculty colleagues.



How FDIP Benefits Mentors

- Create a more inclusive work environment.
- Increase membership of campus affinity groups.
- Develop mentoring and cognitive coaching skills
- Expand their own professional network.
- Create an opportunity to reflect deeply about teaching and learning.
- Participate in a fulfilling and rewarding initiative.
- Receive equity and culturally responsive teaching training and resources



Mentoring & Cognitive Coaching Training



Mentors – Share, guide



Coaches – Ask, listen

How FDIP Benefits Your Institution



- Builds a pipeline of diverse, equity-minded faculty.
- Training for current faculty in equity-minded pedagogy, mentoship, and coaching.
- Facilitates district-wide partnership to create better access to education for all students.

How FDIP Benefits Your Institution



- Enriching District and college environments by collegiality, diversity, inclusion, and succession planning.
- Expanding collaboration and respect among colleagues.
- Enhancing learning outcomes for our students
- It's fun!



Intern Program Learning Outcomes

- 1) Culture of Community - Strong understanding of, dedication to and competency in equity-minded pedagogy.
- 2) Instructional Excellence – online, in-person, and hybrid instructional resources.
- 3) Institutional Assimilation- what is it like to teach at a community college.
- 4) Career Assistance- how to get a full-time job at a community college.

Intern Requirements

Attend all Intern Training Sessions

- **Session One:** FDIP Orientation
- **Session Two:** Observational Learning/Relational Teaching
- **Session Three:** Culturally Responsive Teaching
- **Session Four:** Student Services Panel
- **Session Five:** Bringing your identity to the job interview
- **Session Six:** Understanding the Hiring Process
- **Session Seven:** Mock Interviews
- **Session Eight:** Graduation



Intern Requirements

- **Schedule and meet with Mentor 1:1 once a week for about an hour (14 hours a semester)**
- **Attend two workshops, events, and/or committee meetings together (2-5 hours a semester)**
- **Must meet minimum quals in a field taught in CA Community College**



Mentor Requirements

- **Interview for the role**
- **Attend all Mentor FDIP Sessions(10 hours)**
- **Schedule and meet with Intern 1:1 once a week for about an hour (14 hours a semester)**
- **Attend two workshops, events, and/or committee meetings together (2-5 hours a semester)**
- **Allow Intern to shadow one entire class (1.5 hours a week) and coach them on how to teach 1-3 lessons.**



Who Should Have a Seat at the Table?

It Takes a Village

- **From the College:** Dedicated DEIAB Experts
- **From Human Resources:** An Executive Level Administrator
- **From the Faculty:** A Pedagogical Expert with campus-wide knowledge
- **From Administration, faculty, or staff:** A Mentoring Expert
- **From the organization:** A Logistics Expert



Organizational Requirements

- **Support from the top**
- **Community buy-in**
- **Pool of quality mentors**
- **FUNDING**



Logistics at the District/HR level

- ❖ **Review MQs for faculty** (instructional and non-instructional)
- ❖ **Run Intern Recruitment**
 1. Draft Job Description
 2. Post and Advertise Posting
 3. Develop Interview Questions / Screening Rubrics
 4. Coordinate Interviews
 5. Send Offer letters
 6. Onboard new employee



Logistics at the District/HR level

❖ Manage Budget

1. Secure funding
2. Process stipends
3. Supplies

❖ Serve as point of contact to mentors and interns

❖ Coordinate Training sessions

❖ Coordinate Campus / Community participation



How would this look at your Institution?

WHAT AREAS OF
OPPORTUNITY EXIST AT YOUR
INSTITUTION?





Any Questions?