



Building Diversity Summit

Date: February 8-9, 2019

Location: Los Angeles near LAX

The California Community Colleges Chancellor’s Office invites you to submit presentation proposals for the February 8-9, 2019 *Building Diversity Summit*.

Improved student access, persistence, and success—all goals set forth in the Vision for Success—have all been linked to a diverse faculty and staff that resembles the diversity within the student population. Diversifying the California Community Colleges' faculty and staff is a top priority for the Board of Governors.

The *Building Diversity Summit* will focus on eliminating institutional barriers that impede employment access to historically underrepresented groups. The Chancellor’s Office encourages sessions that will provide strategies to engage in difficult conversations, foster a campus-wide commitment to diversity in hiring, and adopt innovative and effective recruitment and retention practices centered on equity. We ask you to consider partnering with another organization on a session that attracts a broad audience and facilitates cross-functional problem-solving.

Please submit proposals no later than November 28, 2018 to Anneliese Mondorf (amondorf@cccco.edu).

Session Title:	Effective Policies, Procedures and Practices for Hiring Racial and Ethnic Diversity: The Key to Student Success
Session Length:	75 minutes
Brief Description: (100-word maximum)	The time is now to change the ethnic and racial culture of post-secondary educations institutions. Effective policies, procedures and practices that encourage hiring for racial and ethnic diversity are the key to closing the student racial gaps we have produced. We need to reform our systems to elevate ethnically diverse candidates who also demonstrate qualities of equity mindedness. At this session, participants will have an opportunity to learn
Session Type: (Choose One)	
<input checked="" type="radio"/> Presentation <input type="radio"/> Panel <input type="radio"/> Team/Group Activity	



Select the program strand that best applies to your session topic:

Role-Specific PD

- Equity & Inclusion as a Value for Faculty in the California Community Colleges
- Equity & Inclusion as a Value for College Administrators and Classified Staff in the California Community Colleges

Understanding the Problem

- Roadblocks to Diversity
- Banishing Bias
- Data Driven Decisions

Innovation & Policy Changes

- Policymaking and CCC Equity Programs
- Equity through Innovation
- The Role of Diversity Hiring in Student Success

Describe how this session will accomplish the following intended learning outcomes:

(200-word maximum)

- Articulate the value that a diverse faculty and staff provide to the student experience
- Learn strategies to eliminate systemic barriers to employment equity and establish an institutional commitment to diversity in hiring
- Develop strategies for recruitment, elimination of bias, and use of data to hire and retain a diverse workforce
- Develop skills/strategies to continuously evaluate the effectiveness of policies and procedures

Provide an opportunity for a deliberate and honest review of policy and procedures that create obstacles and barriers to hiring for diversity and how to disrupt inequitable practices.



<p>How will this session connect to the <i>Vision for Success</i> and support its system-wide goals?</p>	<p>Reducing equity gaps can be accomplished by hiring ethnically diverse candidates who also demonstrate qualities of equity mindedness.</p>															
<p>What organizations or entities are represented in your session that model partnering across constituencies or systems?</p>	<p>Academic Senate of California Community Colleges The Campaign for College Opportunity</p>															
<p>What action steps do you expect attendees to take as a result of your presentation?</p>	<p>Attendees walk away with effective policies, procedures and practices that work.</p>															
<p>What strategies have you incorporated into your session content to ensure attendees leave with a plan of action?</p>	<p>A framework for the review of policy and procedures, and strategies for disrupting inequitable hiring practices.</p>															
<p>Identify your session’s intended audience: (select up to four)</p> <table border="0"> <tr> <td><input checked="" type="checkbox"/> CEOs/Presidents</td> <td><input checked="" type="checkbox"/> Trustees</td> <td><input type="checkbox"/> Deans & Administrators</td> </tr> <tr> <td><input checked="" type="checkbox"/> Faculty</td> <td><input type="checkbox"/> Counseling</td> <td><input type="checkbox"/> Classified</td> </tr> <tr> <td><input type="checkbox"/> CHROs</td> <td><input type="checkbox"/> EEO Monitors</td> <td><input type="checkbox"/> Institutional Researchers</td> </tr> <tr> <td><input checked="" type="checkbox"/> CIOs</td> <td><input checked="" type="checkbox"/> CSSOs</td> <td><input type="checkbox"/> Hiring Committee members</td> </tr> <tr> <td colspan="3"><input type="checkbox"/> Other (explain):</td> </tr> </table>		<input checked="" type="checkbox"/> CEOs/Presidents	<input checked="" type="checkbox"/> Trustees	<input type="checkbox"/> Deans & Administrators	<input checked="" type="checkbox"/> Faculty	<input type="checkbox"/> Counseling	<input type="checkbox"/> Classified	<input type="checkbox"/> CHROs	<input type="checkbox"/> EEO Monitors	<input type="checkbox"/> Institutional Researchers	<input checked="" type="checkbox"/> CIOs	<input checked="" type="checkbox"/> CSSOs	<input type="checkbox"/> Hiring Committee members	<input type="checkbox"/> Other (explain):		
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<input type="checkbox"/> Other (explain):																
<p>Select the level of knowledge the audience should have to benefit from this session:</p> <table border="0"> <tr> <td><input type="checkbox"/> No prior knowledge of topic</td> <td><input type="checkbox"/> General audience</td> </tr> <tr> <td><input checked="" type="checkbox"/> Some familiarity with topic</td> <td><input type="checkbox"/> Other (briefly explain)</td> </tr> <tr> <td><input type="checkbox"/> Substantial knowledge of topic</td> <td></td> </tr> </table>		<input type="checkbox"/> No prior knowledge of topic	<input type="checkbox"/> General audience	<input checked="" type="checkbox"/> Some familiarity with topic	<input type="checkbox"/> Other (briefly explain)	<input type="checkbox"/> Substantial knowledge of topic										
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Presenter(s): (list up to four)	
Name: Mayra Cruz	Title: At-Large Representative
Organization: Academic Senate for California Community Colleges	
Email: cruzmayra@fhda.edu	Phone No: 408-839-7966
Name: Linda Vasquez	Title: Senior Public Affairs Director
Organization: The Campaign for College Opportunity	
Email: linda@collegecampaign.org	Phone No:
Name: Dr. Luke Lara	Title: Counseling Department Chair
Organization: Miracosta College	
Email: llara@miracosta.edu	Phone No:
Name:	Title:
Organization:	
Email:	Phone No:
Equipment and Audiovisual Needs:	
<input type="checkbox"/> Laptop	<input type="checkbox"/> Microphones # of ____
<input type="checkbox"/> Projector	<input type="checkbox"/> Other (explain):
<input type="checkbox"/> Easel/Flip Chart & Markers	
<input type="checkbox"/> Wifi	
Additional Comments:	