



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:	How new ethnically diverse hires can transform college culture
Session Length:	75 minutes
Brief Description: (100-word maximum)	Research shows that ethnically diverse hires contribute to the success of all students. This session will highlight mentoring and cohort model programs that building a strong diverse cohort, effective on-boarding practices, and professional development activities earmarked to retain these new hires. The session will also provide a structure for accountability to support new hires and addressing faculty retention through an equitable campus culture.
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

Mentoring and cohort model programs are indispensable to support diverse faculty, improve retention rates and reinforce a respectful, inclusive and positive work environment for new diverse hires. Effective on-boarding practices, mentoring and cohort model programs are strategies to eliminate barriers and challenge bias when we establish a structure for accountability at the leadership level.



<p>How will this session connect to the <i>Vision for Success</i> and support its system-wide goals?</p>	<p>Ethnically diverse hires benefits students of color achievement and have a positive impact on the educational attainments.</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</p>															
<p>What action steps do you expect attendees to take as a result of your presentation?</p>	<p>Attendees takeaway resources to build a strong diverse faculty and staff and a potential structure for accountability.</p>															
<p>What strategies have you incorporated into your session content to ensure attendees leave with a plan of action?</p>	<p>Documented effective practices in mentoring and cohort model programs for diverse faculty and staff.</p>															
<p>Identify your session’s intended audience: (select up to four)</p> <table border="0"> <tr> <td><input type="checkbox"/> CEOs/Presidents</td> <td><input 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 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 type="checkbox"/> CEOs/Presidents	<input 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 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 checked="" type="checkbox"/> No prior knowledge of topic</td> <td><input type="checkbox"/> General audience</td> </tr> <tr> <td><input 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 checked="" type="checkbox"/> No prior knowledge of topic	<input type="checkbox"/> General audience	<input 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: Dr. Carolyn Holcroft	Title: Faculty Professional Development Coordinator
Organization: Foothill College	
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Name: Elizabeth Imhof, Ph.D.	Title: Faculty Professional Development Coordinator
Organization: Santa Barbara City College	
Email: Imhof@sbcc.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:	