



Building Diversity at Your College

Diversity is an important, foundational component of the California Community Colleges' advancement toward achieving the goals outlined in the [Vision for Success](#).

The information below provides an overview of recent and upcoming events related to diversity in faculty and staff hiring, including a **Building Diversity Summit** in February 2019.



Resources to Increase Hiring Diversity

The Fall 2018 workshops, presented by the Chancellor's Office, focused on data collection and analysis in support of college and district EEO programs. Presentations and activities demonstrated how to collect and analyze data to help identify underrepresented groups and make strategic plans for improving diversity in hiring. Chancellor Eloy Oakley, keynote at the Irvine workshop, set the stage for the effort with opening remarks, noting that *"The 'why' has to drive us, and keep making us uncomfortable with the state of our outcomes."*

Gregory Smith, Associate Vice President of Human Resources at Shasta College, presented a [helpful set of tools](#) including:

- Census Availability Guidance
- Availability Analysis Tool – Applicant Pool Availability
- Longitudinal Analysis – Applicant Pool Composition
- Longitudinal Analysis – Hiring Process Phase Analysis

The presentation slide decks are available for download as well:

- [EEO Data Workshop: Collecting and Analyzing Employment Activity Data](#) (PPT) - Gregory Smith, Vice President of Human Resources, Shasta College
- [Statewide Demographic Data at Your Fingertips: How to Use the CCCCCO DataMart](#) (PPT) - Caroline Ramirez-Faghih, Research & Data Analytics, Chancellor's Office



Upcoming Conference Presentations

Attend one of the diversity presentations at an upcoming CCC conference:

CCCCIO Fall Conference 2018

October 24-26

Changing our Hiring Practices (Equity and Diversity)

Presenters: Tom Brown, Thomas Brown & Associates

ASCCC 2018 Fall Plenary Session

November 1-3

Faculty Diversification

Presenters: Lori Adrian, Cindy Vyskocil, Daisy Gonzales

CCLC 2018 Annual Convention

November 15-17

Diversity Hiring

Presenters: Pamela Haynes, John Stanskas, Kindred Murillo, Keith Curry, Laura Hope



* Save the Date: February 8-9, 2019 * Building Diversity Summit

Location: Near LAX

Registration and hotel reservation information to follow soon

Save the date for the Building Diversity Summit where attendees will develop skills and strategies to:

- Foster a campus-wide environment of equity and inclusion through diversity hiring
- Articulate the contribution that diverse faculty and staff provide to the student experience
- Engage critical dialogues to remove institutional barriers to hiring applicants that resemble respective student populations

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