

Agreements
College of Marin Leadership Institute
July 24, 2017

1. Assume positive intent
2. Check yourself for defensiveness
3. Practice humility
4. Allow that you may possess unconscious bias
5. Own (acknowledge) that you may play a role in exclusiveness (excluding others)
6. Behave in a way that shows that everybody matters – respect the unique contributions of others, the unique lens and experiences of others
7. Strive to be inclusive (intentionally create space for others)
8. Be aware of the power you hold and the influence it has on others to participate and speak truth
9. Commit to supporting and caring for those who speak openly
10. Respect confidentiality – our conversations stay in the room where they take place
11. Define what we mean by diversity, equity and inclusion

June 2018 Leadership Development Series

June 5 and 6, 2018

Tuesday, June 5th

9:00 – 9:30 a.m.	Opening & Team Builder	DWC
9:30 – 11:45 a.m.	Managing Conflict	Robertshaw Harris Miller Sulaiman-Hara
12:00 – 1:00 p.m.	Lunch/Roundtable Discussions	
1:00 – 3:00 p.m.	Anticipating COM's Future	Leimer

Wednesday, June 6th

9:00 – 9:30 a.m.	Review & Team Builder	Eldridge
9:30 – 11:45 a.m.	The Benefits of Diversity and the Effects of Unconscious Bias in the Hiring Process	Whitlock
12:00 – 1:00 p.m.	Lunch/Roundtable Discussions	
1:00 – 3:00 p.m.	Screening Committee Training for Hiring Managers	Harris Robertshaw
3:30 – 5:30 p.m.	Social – Team Building	

Session #2 Follow-up

The final activity for day two was dedicated to defining what leaders at the College of Marin mean by the terms “diversity, equity, and inclusion.” Take a few moments and think about what those terms mean to you.

Between now and the next Institute session pay attention for examples of diversity, equity and inclusion that arise at the College. If you are not on campus, try to recall examples of how diversity, equity and inclusion are evident in the life of the College.

Examples of diversity (types of human difference present at COM)

Examples of equity (institutional practices to promote justice and equalize outcomes)

Examples of inclusion (efforts to promote full participation, involvement and voice)