

## EQUITY EMP GOAL 2

Hire, support, and retain equity-minded employees reflective of the diversity of the student body and expect all College employees to approach their work with equity-mindedness.

*Champion: Director of Human Resources*

### EQ Goal 2 Performance Indicator 1

Faculty and staff demographics more closely match demographics of students and/or implementation of equal employment opportunity (EEO) practices.

### EQ Goal 2 Performance Indicator 2

Aggregate data from employee evaluations and/or program review indicate improvement in equity-minded practices.

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#### *Strategic Plan Objective EQ2.1*

*All aspects of hiring processes prioritize the hiring of equity-minded employees who understand and take ownership of racial equity gaps at the College.*

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#### **Action Step 1.1**

Develop a comprehensive, equity-minded, ongoing outreach process to build relationships with graduate programs, other institutions, and potential candidates that lead to more diverse applicant pools in alignment with the *EEO Plan*.

*Timeline: 2019-2020*

#### **Action Step 1.2**

Review job postings, screening criteria, and interview questions to ensure the content is equity-minded.

*Timeline: 2019 and ongoing*

#### **Action Step 1.3**

Teaching demonstrations with student audience and feedback are in place for all full-time faculty hiring processes.

*Timeline: 2019-2020*

#### **Action Step 1.4**

Hiring protocols are changed so that EEO representative is present during interview committee convenings.

*Timeline: 2020-2021*

#### **Action Step 1.5**

Review and explore hiring and onboarding incentives for newly hired employees.

*Timeline: 2021-2022*

#### **Progress Indicator EQ2.1**

Closer alignment with Chancellor's Office EEO Multiple Methods Allocation Model.

*Work Team: Human Resources Department, EEO Committee, Hiring Managers*

*Timeline: See action steps*

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*Strategic Plan Objective EQ2.2*

*All new employee services and programs utilize an equity-minded approach to employee support and retention.*

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**Action Step 2.1**

Create and implement department-specific onboarding plan for the first year of employment.

*Timeline: 2019-2020 and ongoing*

**Action Step 2.2**

Utilize COMmunity Hour to foster employee support and retention through relationship building activities.

*Timeline: 2019-2020 and ongoing*

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**Progress Indicator EQ2.2**

At the end of the first year of employment, new employees' rating of their onboarding experience positively reflects the equity-minded approaches implemented.

*Work Team: Human Resources Department, Administrators, Department Faculty and Staff*

*Timeline: See action steps*

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*Strategic Plan Objective EQ2.3*

*Evaluation tools and processes are equity minded.*

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**Action Step 3.1**

See Equity Objective 1.2 for action steps.

**Action Step 3.2**

Review employee evaluation tools and processes to ensure the content is equity-minded.

*Timeline: 2019-2022 and ongoing*

**Progress Indicator EQ2.3**

The tools and process for employee evaluations allow for reflection on equity-minded practices.

*Work Team: Human Resources Department, Professional Learning Committee, Administrators*

*Timeline: See action steps*

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