DIVERSITY REPORT- NOVEMBER 17, 2022
Note: The Diversity Committee meets the second Tuesday of each month
• The Committee received one-time only funds from EEO and plan to bring back the Faculty Diversity Internship Program (Grow Your Own) to the college.
• The Committee presented a resolution fall 2022 to the Academic Senate and Classified Senate and both groups approved.
• The Committee will present a resolution to the Participatory Governance Committee at the next meeting to re-institute the Faculty Diversity Internship Program (it was too late to present at the last meeting).
• The College has a commitment to hire faculty who reflect the diversity of the College's student body.
• The Committee realizes that it is an awkward time at the College to bring back the program but we need to be more inclusive and increase our diversity.
• In addition, the College continues to hire emergency hires and we would like these applicant pools to be more diverse.
• The Committee hopes to start the planning process in spring 2023.
• The Committee has the framework, to re-start the to

process.
• The Committee is reassessing advertisement outlets/sources with the goal of selecting those that reach more diverse applicant pools.
• The Committee wants to focus on applicant's knowledge, skills and abilities.
•The Committee will continue to work on the goals established for Fiscal Year 2021/2022.
• The Committee is planning a spring 2023 event that corresponds with our goal of involving community partners for the purpose of sharing resources and learning strategies to improve diversity, equity and belongingness at the College.
• The Committee is going to revamp the Orientation training for committees and include implicit bias training.
• The Committee has implemented a rubric for hiring committees to use to score the diversity statement with specific evaluation criteria that