



**Portland
Community
College**

Diversity & Inclusion/EEO/Affirmative Action-What's the difference?

[shift in orientation]

- Equal Employment Opportunity focuses on freedom from discrimination on the basis of sex, color, religion, national origin, disability and age. This is **mandated** Compliance focused.
- Affirmative Action requires that institutions take “affirmative action” to begin to reverse historic patterns of employment discrimination against “minorities” and women. This is a **mandated** compliance-focused
- Diversity & Inclusion looks at the work environment [it looks at individual attitudes and behaviors] tries to find ways to make those environments more welcoming . The goal is to create environments that honor the unique contributions and differences of all the individuals that comprise the PCC community. D&I is **voluntary**.



How will we begin to focus on Diversity & Inclusion? Social Justice

- What is the theory of Social Justice?
- Social justice includes a vision of society in which the distribution of resources is equitable and all members are physically and psychologically safe and secure. Social justice involves social actors who have a sense of their own agency as well as a sense of social responsibility toward and with others and the society as a whole. The goal of social justice education is full and equal participation of all groups in a society that is mutually shaped to meet their needs. Social justice includes a vision of society that is equitable and all members are physically and psychologically safe and secure. (Adams , et al.) [Social justice is both a goal and a process]



OFFICE OF EQUITY AND INCLUSION [OEI] PROPOSED INITIATIVES

- D&I Awareness campaign
- OEI certificate D&I program
- Inclusion Advocates pilot
- Inclusion Dialogues
- Social Justice Workshop
- DLDC Led Initiatives [subcommittees]
- Faculty Diversity Internship Program
- Affirmative Action Plan
- Creation of OEI diversity specific data-sets
- Title IX

D&I Awareness Campaign

- The OEI will begin a college-wide effort to educate the PCC community on the shift in orientation from EEO to D&I as a College.
- This campaign will be conducted in partnership with marketing
- Sought After Outcome: PCC faculty, staff and students will understand the difference between EEO and D&I. The PCC community will voluntarily engage with initiatives that promote a more inclusive campus community.

OEI Certificate D&I program

- The Office of Equity and Inclusion will be designing and implementing a Diversity & Inclusion Certificate program based upon PCC staff/faculty “stages of diversity readiness”
- The program will be available to all PCC faculty/staff
- **Sought After Outcome:** to provide diversity education and co-experiential learning to PCC faculty/staff that will result in a more inclusive PCC.

Inclusion Advocates

- The Office of Equity and Inclusion will be designing and implementing an Inclusion Advocates initiative to address diversity issues in the hiring process.
- The program will begin as a voluntary pilot in partnership with PCC Human Resources.
- **Sought After Outcome:** To address current PCC hiring practices and behaviors. To educate hiring committee members on bias in hiring and best practices in diversity and hiring. To create a more diverse/culturally competent PCC staff and faculty.

Inclusion Dialogues

- The Office of Equity and Inclusion will host affinity-based Inclusion Dialogues for faculty staff
- The dialogues will be held once a term at minimum.
- **Sought After Outcome:** To provide affinity-based “safe-space” for PCC faculty and staff to discuss issues that impact their work as members of the PCC community.

OEI Social Justice Workshop

- PCC will host the first Social Justice Workshop here on the PCC campus at the RC events center in November.
- This workshop will be designed in partnership with the Center for Social Justice [Kathy Obear]
- **Sought After Outcome:** Create educational and co-experiential learning opportunities about the theory of Social Justice for application in PCC work, for the PCC community.

DLDC Led Initiatives

- The PCC District leaders of Diversity have been focusing on College D&I next-steps .
- The DLDC compiled a D&I common language and set of diversity definitions. [see handout]
- Have begun action planning around Theme 5 of the strategic plan. [see draft document]
- **Sought After Outcome:** To create actionable initiatives/policies and programs that address the aspirations articulated in theme 5 of the PCC Strategic Plan. To be responsive to the articulated D&I needs from the PCC community.



PCC's Strategic Plan [theme 5]/DLDC Action Planning

- **LITE:** [Listening Intervention Team] This committee will design a structure for supportive resource space for the PCC community to be heard in one-on-one conversations with trained LITE members about challenging cross-cultural interactions experienced at PCC
- **Professional Development/Performance Management/Cultural Competency** This committee will initially focus on creating diversity/inclusion measures and assessments for cultural competency.
- **Marketing/Communications** This committee will establish the DLDC web presence and updates [in partnership with PCC marketing] and design the framework for the DLDC funding structure for D&I proposals. They will also address any District level D&I branding issues, awareness campaigns i.e. D&I vs. EEO.
- **Diversity Practitioners/D&I Recognition** This committee will compile and determine ways to celebrate the talents of current PCC faculty/staff and it will work on the design and awards of the annual D&I recognition ceremony
- **Assessment/Trend/Data Subcommittee:** This committee will review/identify D&I college-wide trends that have been surfaced at PCC and bring them to the DLDC for input. They will use Assessment and Data to identify gaps in policy. This committee will also begin the CRT SWOT analysis of PCC's policies/practices
- **D&I Summit/Internationalization** This committee will design and prepare a faculty/staff summit bringing together diversity proponents and faculty leading the college internationalization efforts

Faculty Diversity Internship Program[FDIP]

- This is a program that has been in existence for 10 years.
- The 2014-2015 cohort has 7 members.
- The program spans 3 terms
- Prepares potential faculty members for success as a community college faculty member.
- **Sought After Outcome:** To create a pipeline of potential diverse faculty for PCC.



Affirmative Action Plan/Workforce Analysis


- Create an up-to-date plan for Affirmative Action for PCC.
- Determine what programs/initiatives have occurred in the past and currently that address AA.
- Update OEI current practices for AAP and Workforce Analysis i.e. software and data sets used.
- Report Workforce Analysis to the Board in April, and present the AAP soon after.
- **Sought After Outcome:** To create a timely, thoughtful plan that articulates our commitment to diversity in the hiring process as well as initiatives/resources that support it.

Creation of OEI Specific Data Sets

- Created a 10 year data program in partnership with HRIS to review PCC college-wide hiring.
- Received Student retention, GPA , degrees conferred information disaggregated by race in partnership with the Office of Institutional Effectiveness.
- Referenced Sylvania Multicultural Student Center Student qualitative/quantitative research data for PCC Context.
- Advocating and participating in committee to conduct a PCC climate survey.
- **Sought After Outcome:** To get a better understanding of PCC's historical D&I context. To create baseline/foundational data that will be used consistently to spot and address D&I trends.

Title IX

- Title IX foundational efforts in place prior to 2014
- Created a PCC Title IX team
- Created a PCC Gender-Based and Sexual Misconduct Policy [that will be coming up for your review soon]
- Identified an on-line training for faculty/staff and students that will be implemented this spring.
- Identified Title IX software that can be used for faculty/staff/student cases for the Title IX team.
- Held Title IX investigator training and mandatory reporter [responsible employee training] in February 2015
- Participated in the design and creation of the 1st annual Oregon Title IX conference.
- Will represent PCC on the Oregon Sexual Assault Task Force.
- **Sought After Outcome:** To become the best practice community college in supporting our students and creating the most safe environment for learning/working as possible.

A large, light blue watermark of the Portland Community College logo is positioned in the upper right corner of the slide. The logo consists of a stylized 'P' with a spiral inside, set against a diamond-shaped background.

*No one ever arrives; they just bring more of
themselves through each time.*

(Cahill and Adams)

