

PCC Inclusion Advocates Program Launch

Human Resources
Office of Equity and Inclusion

September 15, 2016

Think Proud: Create a Nationally Renowned Culture for Diversity, Equity and Inclusion

PCC takes intentional action that creates a climate of learning where people from all backgrounds and abilities enjoy equal access to the opportunity to teach, learn, work, and serve the community and the world.

PCC Launches Inclusion Advocates Program-September 2016

Program Objective:

Train, develop and support a cohort of volunteer Inclusion Advocates to participate on PCC Screening Committees to broaden the lens of equity and inclusion, and be culturally competent advocates in the College's recruiting, screening and hiring.

How It Will Work

- OEI and HR will conduct monthly certification training to build a network of Inclusion Advocates (target ~100 by Nov 2017)
- HR will assign Inclusion Advocates to screening committees for all Full-time Faculty, Management & Executive recruitments – beginning in October 2016
- HR will facilitate the introduction of the Inclusion Advocate and the advocate role with the Committee Chair & Hiring Manager to ensure support and value
- Inclusion Advocates will participate as a full member of the screening committee, advocating for equity, inclusion, bias recognition and cultural competency in the screening of all applicants

Why It Matters

PCC's Affirmative Action Plan requires “good faith effort” in hiring to:

1. Encourage and increase the % of qualified historically under-represented racial and ethnic applicants to our jobs
2. Identify and address areas in the employment process which may be barriers to the hiring of these qualified applicants

How It Will Impact PCC's Intentional Efforts

- Training is focused on recognizing unconscious, personal and structural bias, and providing tools to address bias and redirect during recruitment development, applicant review, interviews and committee decision-making.
- Integrated part of the HR tools, processes & training focused on promoting diversity and inclusion in screening and hiring at PCC
- Debrief with Chair, Advocate and HR after every recruitment – key learnings incorporated into training or support

Program Milestones

1. ~100 certified Inclusion Advocates by November 2017
2. Inclusion Advocate participation on all full-time Faculty and Management screening committees by November 2017
 - Expansion to AP, Confidential & Classified – TBD
3. Bi-Weekly “Lunch & Learn” sessions starting in October 2016 for cohort support and sharing (rotating campuses)
4. Quarterly Program Reviews through initial year of implementation to monitor and adjust (as needed)
 - Including review of disaggregated race and ethnicity data at each hiring process stage

Questions & Discussion



**Portland
Community
College**