



Riverside Community College District
Council on Diversity, Equity and Inclusion
March 22, 2019
11:00 am – 12:30 pm
Moreno Valley College
Student Academic Services Building, Room 303

Committee Members							
X Indicates Attendance							
Lorraine Jones		David Torres		Adviye Tolunay		Gustavo Ocegueda	
Diana Torres		Diana Meza		Lizette Tenorio		Diana MacDougall	
Georgina Villaseñor		Miguel Contreras		Bernice Delgado		Benjamin Vargas	
Erica Mosley		Andrew Sanchez		Brady Kerr			

I. Welcome and Housekeeping

- Review Meeting Minutes: November 30, 2018

II. EEO Program Updates

- Committee Review of Draft EEO Multiple Measures Report
 - Focus Areas
 - I. Method 3: Incentives for hard-to-hire areas/disciplines
 - II. Method 8: Diversity incorporated into criteria for employee evaluation and tenure.
 - College Activities
- EEO Plan Updates
- Diversity and Inclusion Focused Professional Development Resources
 - Paper-Clip Curriculum and Webinars
 - Innovative Educators
 - Lila Kelly Associates, LLC

III. Mini Grant Program Update

- HRER spoke with key personnel at three of colleges listed as having sample programs. Project is too large in scope to pull together in identified timeframe.

Recommendation: Create ad-hoc committee to review programs and present option for RCCD at the May 17, 2019, meeting.

IV. Meeting Schedule

- Friday, ~~March 15, 2019~~ March 22, 2019
Moreno Valley College
SAS 101-303
- Friday April 19, 2019
Virtual Meeting
- Friday May 17, 2019
Norco College
Operations Center 102

V. College Diversity Committee Updates

- a. Moreno Valley College
- b. Norco College
- c. Riverside City College



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- Committee Review of Draft EEO Multiple Measures Report
Lorraine shared the State Chancellor’s Office expects districts meet 6 of the 9 measures. It is anticipated the required number of measures will continue to increase and eventually all 9 will need to be met.

I. Method 3: Incentives for hard-to-hire areas/disciplines

- Lorraine shared examples of recruiting strategies for hard-to-recruit fields including information technology and nursing because of the private industry’s competitive pay. We need to look at incentives beyond advertising the District’s total compensation.
- Diana Torres shared the challenge with offering incentives as a public entity and how it may be considered a gift of public funds. In looking at alternatives, she shared the District can offer alternate work schedules or telecommuting for some positions that require flexibility. For example, a majority of applicants for information technology positions possess consulting experience working from home.

- Discussion ensued as to whether continuing education credits is an option. Diana Torres shared the District currently has a professional development program for classified staff exists which provides a stipend for completing a certain amount of credits. Diana Torres also proposed the idea of a faculty mentorship program between faculty and students. Andrew Sanchez shared at a prior institution they had a partnership with a local university. He also shared that LACCD has a cohort program to recruit future faculty called The Match.
 - Georgina is volunteered to conduct research into what other Districts are doing to meet this requirement.
- II. Method #4: Focused outreach and publications.
- Lorraine shared that the District's current strategy has been successful. Diana Torres shared the District participates in an annual faculty job fair which takes place at the end of January. This job fair is successful at attracting applicants, specifically for academic positions. Additionally, Norco College hosted a successful mini-job fair for part-time faculty. RCC and MVC are looking at hosting their own in November.
- III. Method #5: Procedures for addressing diversity throughout hiring steps and levels
- Diana Torres shared a recent diversity summit brought to light the importance of tailoring the diversity question to the specific position. The District's practice has been to select from a variety of general diversity questions.
- IV. Method #6: Consistent and ongoing training for hiring committees
- Lorraine Jones shared the existing Title 5/EEO training video is about 2 years old. The Office of Diversity, Equity and Compliance is looking at different training options to meet this requirement including a vendor that provides a training with a focus on implicit bias awareness.
 - Adviyee suggested training that is more interactive and engaging with the same on-demand feature.
 - Andrew Sanchez suggested coordinating with HRER to provide training during the student equity summit.
- V. Method #7: Professional development focused on diversity
- Andrew Sanchez shared MVC holds an annual diversity summit, is now in its 4th year, and suggests hosting follow-up workshops.
- VI. Method 8: Diversity incorporated into criteria for employee evaluation and tenure.
- Lorraine shared College of the Canyons performance evaluations for their CSEA, full-time counseling faculty, and part-time faculty.
 - We need to provide recommendations to Terri Hampton, Vice Chancellor, HRER for classified and administrators. The recommendations for classified will be presented to the union. For faculty, the process will begin with the academic senate.

- Diana Torres shared that the CTA wanted to add soft skills as a criteria in the improvement of instruction process for part-time faculty; this would be an opportunity to recommend diversity as a criteria.
- Advise inquired as to the timeline to accomplish this, considering the processes involved including shared governance.
- Andrew Sanchez suggested HRER provide training for faculty development during faculty orientation. Daniel Clark is the coordinator at MVC; plans are in process for the fall semester's faculty orientation.

VII. Method 9: Grow-Your Own programs

- Diana Torres shared College of the Canyons has a comprehensive faculty internship program we can explore.
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 - Lorraine shared her findings in speaking with other colleges which have implemented similar programs; it takes about 1-2 academic years to get a program off the ground.
 - Lorraine also shared the District is working on securing a license with a training vendor, Innovative Educators, for unlimited licenses. They offer webinars on a variety of topics and many are faculty specific.
 - Andrew Sanchez shared MVC is working on a new student equity plan. The theme of the plan has been training on diversity, equity and inclusion; faculty and staff have expressed interest.

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