



**Riverside Community College District  
 Council on Diversity, Equity and Inclusion  
 May 25, 2021  
 1:30 pm – 2:30 pm  
 Location: CCC Confer Zoom**

**Meeting Agenda**

Committee Member					
Lorraine Jones		David Torres		Adviye Tolunay	Greg Ferrer
Diana Galindo		Diana Meza		Lizette Tenorio	
Georgina Villaseñor-Lee		Ben Vargas		Bernice Delgado	
Erica Mosley		Andrew Sanchez		Brady Kerr	

- I. Welcome and Check In
- II. EEO Program Updates
  - 20-21 EEO Multiple Methods Fund Certification
    - Board Approved at May 19, 2021 Regular Meeting
    - Submitted to State Chancellor’s Office
  - District EEO Plan Update
    - Clarification from State Chancellor’s Office
    - No update regarding revised committee structure
- III. Equity Roundtable Discussion
  - Ensuring equal access for members of our community who are deaf and hard of hearing
  - Diversity, Equity, and Inclusion Curriculum
- IV. Meeting Schedule for AY 2020-21
  - June 2021
- V. College Diversity and Inclusion Committee Updates
  - Moreno Valley College
  - Norco College
  - Riverside City College

## **Diversity, Equity and Inclusion Workshops**

Human Resources and Employee Relations will begin offering a series of workshops focused in increasing cultural humility and expanding capacity to engage in discussions regarding diversity, equity and inclusion. Workshops will be scheduled on a rotating basis and offered at all District locations.

**Defeating Unconscious Bias:** Defeating Unconscious Bias offers a strong and effective resource for educating your people about unconscious bias and teaches how to take action to disrupt our own biases.

This is a unique program because it not only identifies and raises awareness about unconscious bias, it also teaches how to take concrete action steps to disrupt the biases we all have.

**Inclusion in Action:** an award-winning, interactive course that leads employees through 9 videos that draw on real-life workplace situations, to illustrate and teach 9 important skills that everyone can learn and practice. When everyone feels welcome, collaboration is accelerated, and innovation becomes a reality.

**Within Our Power:** Within Our Power is a unique product. It uses stories inspired by real-life, delivered with emotional impact, to illustrate the subtleties, complexities, and varieties of workplace sexual harassment. The course highlights what each member of a workplace community can do to achieve the common goal of preventing and addressing sexual harassment and maintaining a safe and respectful work environment for all.

**The Inclusion Bundle:** The Inclusion Bundle packages Gateways to Inclusion together with The Uh-Oh Syndrome.

Gateways to Inclusion uses four realistic scenarios to show how difficult encounters can be transformed into “Gateway” experiences. Dr. Sondra Thiederman explains how this will lead to better relationships and increased understanding.

The Uh-Oh Syndrome is an edited version of Inclusion Insights, taking 72 minutes down to 28 minutes. Dr Robbins introduces the concept of “Mental models”, explaining where they come from and why we hate it so much when we encounter things that don’t fit those models.

**The Ouch! Bundle:** The Ouch! Bundle offers a discount for purchasing both Ouch programs – Ouch! That Stereotype Hurts and Ouch! Your Silence Hurts. Learn the 6 techniques everyone can practice and use to speak up against bias and stereotypes without blame or guilt.