	PRAFT												
		Enha	ancir	ıg Ca	mpu	s Sta	ff Di	iversi	ty				
					Par	ties R	espon	sible	for Imp	oleme	ntatio	n	
	The Search Process	\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\		Agonii (m. Agonii oo y	15 15 15 15 15 15 15 15 15 15 15 15 15 1	200 July 200		100 May 100 Ma	(kg, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1,	34 Ch. Of Co. Of	28 10 10 10 10 10 10 10 10 10 10 10 10 10	Single Manager Changer	
	Commit to diverse staff and faculty search/hiring committee membership.	Х	Х	Х	Х	Х	Х	Х	Х		X		
1	Commit to the on-going support of the Site Compliance Officer in actively assisting search/hiring committees to ensure diversity.	Х	X	X	X	Х	X	Х				X	
;	Work with the District on hiring guidelines to develop a concrete quantitative evaluation process (e.g., supplemental questions that are given weight) that all search committees would consider using.	x	X	x	x	x	x	X				X	
	Ensure that all future faculty, staff and administrator hiring announcements are placed in the publications (including web sites and list-serves) of culturally diverse professional associations.	X										X	
,	Coordinate workshops or information sessions on the district hiring/selection process for potential applicants.	Х			X			X				X	
	Have updated data available that compares the demographics of our staff/faculty/ administration to our student body.								X			X	

Enhancing Campus Staff Diversity														
									Pai	rties	Res	ponsible for Implementation		
Mentoring, Support and Retention of Staff	Į,	a de la de la	o Conti	the control of the co	on of the second	dance off	a president	The state of the s	jaken keer ka	So the children of the control of th	Chairs of Chairs	d supervisors for Connitive and SSS (CCC A Interstitute Production of CCC A Interstitute Production		
1 Update the written Diversity Plan.										X				
2 Develop mentor or "shadow" programs.		X			X				X		Y			

E	Enhancing Campus Climate fo	May 5, 2010 - Revised by: Diversity/International Ed Committee & CEC DRAFT																							
Ĺ	Goals																								
_1	CEC (College Toolege President College Governance Committee Commit	rie Chapte and Acat tion Con- te (President)	Staff Deve er of Anne denic Sen mittee (Vr.	Sty Internate President	Conmittee Confidence (Videnti)	e (Academ lege Press)	iic & Class President	Committee	Community WE (VPI)	Union and re Market Works (W. Voices (O. O. O	(Acaden mure (Acaden rketing Co, orogram (VP)	nic & Classification of the Classification o	sified Seniate President	Admired Presidents	Mutilingua Sisions (Vr Ponts)	Staff (Vr.	Cour, dents (Vr. SSS)	Associate (Vr. Seling (Vr. Sel	llege Libra.  granie of Students of PLACE (CSS)	in (Dean of Sant organistents (Vr.)	Priechnolizations ()	Curi Sogy & Lib	riculum Co ecturers (i	ommittee ()	VAI
	Follow the current shared governance structure established at Miramar to encourage broad participation and greater communication between faculty, staff, and administration.	X	x	x	x																				
3	Sponsor, organize, and present FLEX activities that embrace diversity throughout the academic year. When presenters volunteer and the schedule permits, there may be presentations on the President's Duty Day.			x		x	x	х	x	x	x	x	X												
4	Develop an accountability measure through the PRF (if possible and based on AFT negotiations) into the staff and faculty evaluation processes as it relates to diversity.		x											x	x										
5	Develop a shared pool of Miramar staff/faculty/administration/ to provide interpretation and translation services to students and the public that is reflective of the language needs of the college and community.												x			x	x	x	x	x					
6	Enhance support and attendance and interest for diversity-related programming, including seeking grants.			x									X					X	X		X	X			
7	Under the leadership of the VPSS, review the Student Equity Plan and develop solid strategies to meet designated goals as they relate to access and success of targeted populations. To get buy-in from all constituent groups, a student equity plan task force will be established to rewrite the plan.	X	x	x	x		x												x	X	x				
	Encourage faculty to internationalize course syllabi and content, and encourage the curriculum committee to look for diversity and global awareness in course outlines.			x																					x