

## Enhancing Campus Staff Diversity

### Parties Responsible for Implementation

The Search Process		Search/hiring Committee (Constituency Leaders)	College Admin. (MM Rep.)	Academic Senate (Academic Senate President)	Site Compliance Officer	Deans (VPI)	Vice President (VPSS, VPI, VPA.)	College President	District Research Office (VPSS)	Staff Development Committee (Academic & Classified Senate Presidents) (VPSS)	Diversity International Education Committee	District HR (SCO)
1	Commit to diverse staff and faculty search/hiring committee membership.	X	X	X	X	X	X	X	X	X		
2	Commit to the on-going support of the Site Compliance Officer in actively assisting search/hiring committees to ensure diversity.	X	X	X	X	X	X				X	
3	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	
4	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
5	Coordinate workshops or information sessions on the district hiring/selection process for potential applicants.	X		X			X				X	
6	Have updated data available that compares the demographics of our staff/faculty/ administration to our student body.							X			X	

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Mentoring, Support and  
Retention of Staff

		Search/hiring Committee	College Administration	Academic Senate	Site Compliance Officer	Deans	Vice President	College President	District Research Office	Department Chairs and Supervisors	Diversity International Education Committee (VPSS)	SDICCCA Internship Program (VPSS)
1	Update the written Diversity Plan.								X			
2	Develop mentor or "shadow" programs.	X		X				X		X		

