

IMPLEMENTATION PLAN

DIVERSITY STRATEGIC DIRECTION: "*A Diverse and Inclusive Learning and Working Environment*"

Introduction

As part of the college Strategic Directions 2010/11 through 2014/15, the Diversity Council with the input of the college staff has chosen to implement the following goals:

- 1) Improve hiring and retention efforts from within communities of color for part-time and full-time positions, and
- 2) Provide trainings to increase cultural competency among Lane staff.

Project Definition

Identifying and understanding what steps, if any, need to be taken to ensure 1) an effective hiring process within the college and 2) support an increase in cultural competency among Lane staff is imperative. Improvement in these goals requires action in the form of preventive and forward thinking measures to ensure that college resources, policies, procedures, and actions do not intentionally or unintentionally hinder the achievement of equality and supports a social justice framework.

First the college needs to identify and remove any challenges and barriers for applicants in its hiring process with an emphasis on underrepresented populations.

Secondly, the college needs to recognize obstacles that impede its movement toward a more culturally competent workforce. Lane employees needs to understand that a distinction, exclusion, or restriction made on differences that impair or nullify individualism does not fall within a social justice framework that guarantees equality and fundamental freedoms in the political, economic, social, cultural, civil, or any other field.

Scope/Deliverables

The Diversity Council believes diversity is more than simply mirroring the demographics of the local population. The Diversity Council recommends utilizing and analyzing aggregated and non-traditionally collected data as crucial to identifying and eliminating discriminatory policies, procedures, and practices. Therefore, the following actions need to be accomplished within a comprehensively structured process and timeframe:

Goal 1: Improve hiring and retention efforts from within communities of color for part-time and full-time positions.

- Analyze current hiring process, including each step, application format, guidance to applicants, customer service, advertisement, etc.
- Develop, implement, and evaluate a random sample to survey the experiences of interview committee chairs and members
- Develop, implement, and evaluate a random sample to survey the experiences of applicants for positions at Lane
- Analyze Affirmative Action data
- Present recommendations to improve, change, or maintain current hiring process
- Develop policies that reinforce recommendations
- Develop effective, ongoing systematic processes for measurement and assessment

Goal 2: Provide trainings to increase cultural competency among Lane staff.

- Develop, implement, and evaluate a framework for cultural competency professional development opportunities
- Develop informal conversations with diverse communities internally and externally in order to assess training needs and improvements
- Develop strategies to engage and inform stakeholders in cultural competency developmental opportunities and events
- Develop policies that reinforce recommendations for improvements
- Develop processes and policies for resolving issues as they arise in a timely manner
- Implement and institutionalize professional development practices and policies so as to become an integrated into Lane's culture and operations
- Develop effective, ongoing systematic processes for measurement and assessment

Stakeholders

Several stakeholders play a vital role, as they will be informing, implementing, enforcing, and following the achievement of the above outcomes. Below is the placement of each stakeholder accordingly with their level of influence:

- **Office of Diversity** - *high influence*
- **Human Resources** - *high influence*
- **Executive Team** – *high influence*
- **Division Deans and Program Managers** - *driving influence*
- **Staff, Faculty** - *medium influence*
- **Diversity Council** – *preventing (monitoring/evaluating) influence*
- **College Council** – *preventing (monitoring/evaluating) influence*