



Diversity, Equity, and Inclusion Committee



Strategic Plan Update

As announced by President Tim Cook, the Diversity, Equity, and Inclusion (DEI) Committee has selected a pair of consultants for the College to help us create a strategic diversity plan. Global Leadership Solutions (GLS) and Transcend Consulting Group (TCG) are two firms based in Washington that have extensive experience with organizational development, cultural competence, strategic planning, and institutional assessment – especially with community colleges.

Working on a strategic diversity plan is an exciting and important step for the College, and is one of the primary purposes of the DEI committee. It is critical to note that the diversity plan is ours – the College’s – and we need to take ownership of it and drive the process. The data and feedback being collected comes from us, and what happens after the completion of the plan will be ours to decide and then carry out. The role of GLS and TCG will be to utilize their expertise in cultural competency and strategic planning to partner with us to help get us where we want to go.

Please keep an eye for the various opportunities (online or in-person) to give input for this plan development. As the work proceeds, updates to keep people informed will be both virtual (in a Moodle shell) and physical (with special bulletin boards in Harmony, Oregon City, and Wilsonville). An online survey and some introductory meetings will take place in the near future, with focus groups and plan drafting to happen in Spring, followed by finalizing the College diversity plan in Fall to present to the Board of Education at the end of 2019.

If you have questions at any point, please do not hesitate to contact the DEI committee at diversity@clackamas.edu.

Subcommittee Updates

Human Resources – The College’s Human Resources Department has changed its talent acquisition (TA) plan and strategy to include reaching a more diverse applicant pool.

Resource/Library – The Resources/Library Subcommittee is hard at work on developing some new projects related to Diversity, Equity, and Inclusion (DEI). Our subcommittee collaboratively finds and assembles DEI-related resources for our community as well as works with CCC Library to add to our DEI collection and initiate projects to expand our community’s exposure to different aspects of DEI.

This term, we are focusing on our “Podcast Project.” The purpose of the Podcast Project is to pull together podcasts, short articles, or other materials members of our community can listen to/read/engage with in smaller chunks of time to expand awareness in a variety of areas. Ideally, we’d like to put together a week-by-week list of resources to work through on a particular topic throughout the term, and if possible, schedule some discussions about the materials. We are also continuing to pursue our Library Boxes idea.

For both the Library Boxes and the Podcast Project, we need suggestions from our community about what to feature as well as the types of themes you would like greater exposure to. For example, themes could include how to facilitate potentially difficult conversations in the classroom, works by LGBTQ+ authors, podcasts about ableism or narratives of the experiences of diverse groups of people, etc.

Clackamas Community College	
19600 Molalla Avenue Oregon City, OR 97045-7998 503.974-6000 www.clackamas.edu Education That Works	
Human Resources Talent Acquisition Checklist	
Job Title:	
Position Review and Approval – Prior to posting	
<input type="checkbox"/>	Ensure Supervisor has reviewed job description
<input type="checkbox"/>	Ensure Requisition has appropriate approvals
<input type="checkbox"/>	Ensure Position has been approved through Budget or PR Process
<input type="checkbox"/>	Review and sign Talent Acquisition Work Plan Agreement
<input type="checkbox"/>	Post position internal:
<input type="checkbox"/>	Advertise internally
<input type="checkbox"/>	Post position external:
<input type="checkbox"/>	Advertise externally
Preparing – While position is posted	
<input type="checkbox"/>	Send Search Committee Information on Training and Interviewing <ul style="list-style-type: none"> • Ensure required participants are included on committee
<input type="checkbox"/>	Attend Committee Meeting and provide training
<input type="checkbox"/>	Review Interview Questions <ul style="list-style-type: none"> • All questions require at least one question related to DEI
<input type="checkbox"/>	Review Application Rubric(s)
<input type="checkbox"/>	Review Interview Scoring Rubric(s)
Performing - After Posting Closes	
<input type="checkbox"/>	Ensure Hiring Manager has completed initial review of applications
<input type="checkbox"/>	Apply veteran and internal preference
<input type="checkbox"/>	Ensure Committee and Hiring Manager have completed required trainings
<input type="checkbox"/>	Ensure confidentiality forms have been signed
<input type="checkbox"/>	Provide Search Committee access to applications
<input type="checkbox"/>	Ensure Search Committee has added application scoring in NEOGOV
<input type="checkbox"/>	Provide Hiring Manager with scoring by:
<input type="checkbox"/>	Apply veteran and internal preference
<input type="checkbox"/>	Setup Interview Schedule via NEOGOV
<input type="checkbox"/>	Apply veteran and internal preference
<input type="checkbox"/>	Ensure Candidate has met with Dean/Vice-President, as is applicable
<input type="checkbox"/>	Ensure reference checks are complete and documented
<input type="checkbox"/>	Request Salary Placement
<input type="checkbox"/>	Send Salary Information to Hiring Manager
Concluding – After Hire	
<input type="checkbox"/>	Prepare offer letter and send to hiring manager
<input type="checkbox"/>	Contact applicants that were not hired
<input type="checkbox"/>	Disable committee access in NEOGOV
<input type="checkbox"/>	Archive requisition, posting, and eligible list in NEOGOV
<input type="checkbox"/>	Collect documents from Search Committee and Hiring Manager
<input type="checkbox"/>	Update Talent Acquisition file tracking

Upcoming Training & Events



A safe zone provides a network of allies/advocates to the Lesbian, Gay, Bisexual, Transgender and Questioning community at Clackamas Community College and beyond.

- March 1st and 2nd - Intercultural Empathy & Cultural Intelligence Workshop, 9:30am-5:00pm, cost associated with this event, <https://www.eventbrite.com/e/intercultural-empathy-cultural-intelligence-cq-workshop-tickets-52476327107>
- March 8th – Safe Zone Training 1:00-5:00pm at Wilsonville Campus
- March 14th - Beyond Fake News: How We Find Accurate Information about the World, 3:00-5:00pm in the Fireside Lounge on the Oregon City Campus
- March 28th – Conversation Project: White Allyship in Close-knit Communities, 4:00-6:00pm at the Oregon City Public Library, Gina Bacon at gbacon@orc.org or (503) 657-8269 x1027
- April 4 – Conversation Project: Bias and Kids, How Do Our Prejudices Affect Our Children?, 4:00-6:00pm at the Oregon City Public Library, Gina Bacon at gbacon@orc.org or (503) 657-8269 x1027

Impact of DEI Trainings

Several college employees were interviewed to see what kind of impact the Safe Zone training is having on the participants. Ultimately, the response to Safe Zone has been overwhelmingly positive. While some of the participants had some knowledge or personal experience with members of the LGBTQ+ populations prior to attending the training, they all seemed to gain a greater breadth of knowledge.

The experience of Safe Zone was described as a “really good safe place,” “thought-provoking, educational, moving, and impactful.” Participants found the experience to be positive but also emotional, particularly when learning about the those who are hurt or no longer loved because of their identities. One participant described an activity that represented all of the people who are kicked out of their homes or shunned by their families for identifying as LGBTQ+ and was saddened to see how many LGBTQ+ folks this happens to.

A participant noted that while they thought they were pretty aware, it turned out there were so many more nuances than they had ever considered. The participant also came to recognize that for some people, choosing a label isn’t necessarily a negative—it can allow people to connect with others who have similar experiences and make them feel more comfortable. Similarly, one participant shared they had a better understanding of what people have to sacrifice in order for them to express their true identity and realized that since they hadn’t had similar experiences it could be hard to imagine. Attending Safe Zone helped them better understand what those experiences might be like and they greatly appreciated the trainers sharing their own personal stories.

Since attending Safe Zone, participants have actively incorporated their training into their work and personal lives. One participant refers everyone they work with to the Safe Zone training and is excited to attend more trainings on diversity, equity, and inclusion topics. Participants talked about educating people in both their work and personal lives about why some of the comments they make are inappropriate and hurtful, and try to help them develop more compassion and understanding. Boosts to confidence about interacting with folks who identify as LGBTQ+ has been a result of increased knowledge—a participant described having less concern they will say the wrong thing and are more confident about how to be supportive to folks in the LGBTQ+ community.

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