

Our welcome and introduction was given by the ASCCC Chair of Equity and Diversity Action Committee Beth Smith and the ASCCC President Jane Patton. There were six handouts given on the table that they referenced during their speech. I also had the privilege of speaking with Jane Patton during lunch and I have her contact information.

The conference began with an excellent key note speaker, Dr. Hayes-Bautista. He spoke of the need for culture competency. He talked about "Los Desaparecidos," the disappearing Under Represented Minorities. He noted he decided to conduct his research because there are programs on culture competence. His research found that Latinos are less likely to die from the top 3 diseases than any other ethnicity in the world. His data brought out the relevance of culture competency not just Affirmative action. Considering cultures will benefit everyone is out society, not just an individual ethnicity. His data and analyses are available in his book *The Nueva California*.

A workshop entitled "**Campus Climate**" was presented by California Tomorrow. They gave out 3 handouts. They began by stating the need for ground rules, they gave out a list of the ground rules that they thought are necessary. They went on to participants reflect upon their own campuses experience with "change." They gave out a hand-out with six questions to facilitate the conversation. After these two exercises, they explained how their company operates. They gave out a two page double sided hand-out to give further information. To better describe their company, they invited a guest speaker from CCSF, Hal Huntsman. He talked about how CCSF has been affected by working with California Tomorrow. One example is that they are having three Governing Board meetings about diversity. I have his contact information.

A workshop entitled "**Creating a Culture of Equity**" was presented by Mt. San Antonio College with two handouts. They began by talking about their equity report which involves campus-based research and their goals, activities, budget, and timeline with their subcategories being access, course completion, ESL, basic skills, and transfer. A big part of the workshop was them having a mock equity meeting that would normally happen on their campus. They also invited a fellow faculty member Frances Borella to discuss her finds of the Native American community (hand-out). As they went through their mock meeting, they brought out the importance of meeting with other committees and having like-minded goals for the year. They also noted the importance of reviewing the Title 5 language concerning Cultural diversity. They gave out a copy of their cover letter for their student equity plan and Equity for All Report. I have the contact information for Phillip Maynard.

A workshop entitle "**Culture of Inclusion for Our Colleges**" focused on the EEO plan. They gave us a copy of their power point presentation. They pointed out that EEO plan is separate than the hiring process and that the district's plan applies to their colleges. They focused on job descriptions/functions in considering the fact of years of experience, qualities, and labels. They also thought it was important to have a global perspective and recognize "New Knowledge." They said to review the current hiring questions, to make sure they have cultural competency. The presenters hammered in the importance of providing training especially around diversity. They also said that there will be an EEO "road show" coming to each region, ours is in San Francisco in April. I have the contact information for...

There was a “work session” for the ASCCC to establish New Caucuses. I choose to attend the African American caucus; there were also caucuses for Latinos, Lesbian/Gay..., other Interested groups. None of these caucuses are fully established committees, they met to gage the interest and learn how to begin. I offered ideas of whom they may want to work with to gain awareness and support. We discussed programs such as Umoja and Puente. They note that the ASCCC brakes down into regions and to work within that system to bring leaders interested in Africa American’ s success together. I think Michael Norris is our region chair and if he isn’t he would know who is and their contact information. It might be good to connect our Ujoma reps with the region.

**I also picked up extra ASCCC information that was freely available:**

- Basic Skills Handbook on video
- What’s Wrong with Student Fees?
- What is the Meaning of a California Community College Degree?
- Academic Literacy: A statement of Competencies Expected of students entering California’s Public Colleges and Universities
- Agents of Change: Examining the roles of SLOs and Assessment Coordinators in CCC
- The CHRINICLE of Higher Education- Teaching- How Students Can Improve by Studying Themselves
- Center for Urban Education- five separate handouts
- All the power point presentation from each workshop will be available online

**Contact Information of the cards I collected:**

- Phillip Maynard, ASCCC rep at Large, Mt. San Antonio College
  - [pmaynard@mtsac.edu](mailto:pmaynard@mtsac.edu), 909-594-5611 ext. 4681
- David E. Hayes-Bautista, Ph.D, Professor of Medicine at UCLA
  - [cesla@ucla.edu](mailto:cesla@ucla.edu), 310-794-0663
- Sheri Wright, Director of Human Resources at Mira Costa College
  - [swright@miracosta.edu](mailto:swright@miracosta.edu), 760-757-2121 ext. 6865
- Jane Patton Ed.D., ASCCC President
  - [jane\\_patton@wvm.edu](mailto:jane_patton@wvm.edu), 916-445-4753
- Laura Schulkind, Attorney of Liebert Cassidy Whitmore
  - [lschulkind@lcwlegal.com](mailto:lschulkind@lcwlegal.com), 415-512-3000
- Carlos A. Maldonado, Director of Student Life at College of the Dessert
  - [cmaldonado@collegeofthedesert.edu](mailto:cmaldonado@collegeofthedesert.edu), 760-773-2666



**Websites with Information on Workplace Diversity**

**Articles:**

Johnson, Joseph P. III, "Creating a Diverse Workforce." August 2003  
<http://www.firstnetlearning.com/downloads/CreatingADiverseWorkforce.pdf>  
 ncludes the four layers of diversity graph.

Lieberman, Simma. "Moving Beyond the Numbers: How to Recruit, and Retain a Diverse Workforce." The Multicultural Advantage,  
<http://www.multiculturaladvantage.com/recruit/staffing/Moving-Beyond-the-Numbers-How-to-Recruit-Retain-Diverse-Workforce.asp>  
 This article covers common mistakes in minority recruitment and how to recruit, engage and retain a diverse workforce.

Ruiz, Gina. "The Art and Science of Recruiting a Diverse Workforce," Workforce Management, May 2006  
<http://www.workforce.com/section/06/feature/24/36/59/index.html>  
 Minorities are an increasingly large and important part of the workforce as the nation's population becomes more ethnically and racially diverse. Building a diverse workforce is a strategy that makes good business sense.

Sidberry, Tyra. "Achieving Diversity in the Nonprofit Workplace: A Step by Step Guide." Third Sector New England.  
[http://www.isne.org/site/c.ghLUK3PCLoF/b.4245353/k.AD04/Diversity\\_Initiative\\_Seven\\_Steps\\_to\\_Achieving\\_Diversity.htm](http://www.isne.org/site/c.ghLUK3PCLoF/b.4245353/k.AD04/Diversity_Initiative_Seven_Steps_to_Achieving_Diversity.htm)  
 n this guide for nonprofit organizations, Diversity Initiative Director Tyra Sidberry provides a step-by-step approach – in seven phases –  
 o achieving diversity and inclusiveness in the nonprofit workplace.

Tudor, Pamela. "Adding Value with Diversity: What Business Leaders Need to Know."  
<http://www.aimd.org/files/PamelaTudor.pdf>  
 This article presents the findings of research on how diversity affects team performance.

**Reports:**

IR Trends and Challenges: the Changing U.S. Demographic, Economic, and Social Landscape of the Workplace. Unum, 2007  
[http://forms.unum.com/StreamPDF.aspx?strURL=/FMS\\_068162-1.pdf&strAudience=StreamByNumber](http://forms.unum.com/StreamPDF.aspx?strURL=/FMS_068162-1.pdf&strAudience=StreamByNumber)  
 r examining the impact of the changing U.S. demographics on the workplace, this study covers two main areas of inquiry: broad socio-  
 economic trends and trends in employee benefits.

ahiri, Indra. Creating a Competency Model for Diversity and Inclusion Practitioners. Conference Board, May 2008.  
<http://www.conference-board.org/knowledge/knowledgeProd.cfm?id=1478&nav=dv>  
 r order to hire and manage D&I executives, to say nothing of completing succession plans that ensure the function's long-term viability, a  
 et of globally applicable, measurable competencies for D&I practitioners at multiple levels is needed.

I.S. Department of Commerce and Vice President Gore's National Partnership for Reinventing Government Benchmarking Study. Best  
 ractices in Achieving Workforce Diversity.2001. <http://govinfo.library.unt.edu/npr/initiali/benchmk/workforce-diversity.pdf>  
 The United States Department of Commerce and Vice President Al Gore's National Partnership for Reinventing Government sponsored  
 is benchmarking study. The study identifies best practices used by leading organizations to achieve workforce diversity.

I.S. Federal Communications Commission. The Career Advancement Subcommittee on Diversity for Communications in the Digital Age.  
 orkplace Diversity: A Global Necessity and Ongoing Commitment. June 14, 2004.  
[www.fcc.gov/DiversityFAC/040614/WorkplaceDiversityBestPractices.doc](http://www.fcc.gov/DiversityFAC/040614/WorkplaceDiversityBestPractices.doc)  
 he businesses represented in this paper have developed best practices that promote, achieve and value workforce diversity at the core  
 f their business structure.

.S. Office of Personnel Management. Building and Maintaining a Diverse, High Quality Workforce: a Guide for Federal Agencies. 2001.  
<http://www.opm.gov/diversity/guide.htm>  
 he guide is a tool to help Federal agencies develop an effective program to build and maintain a diverse, high-quality workforce. Building  
 cludes activities to attract, recruit, and hire employees. Maintaining includes activities to develop, manage, reward, and retain  
 employees.

**lebsites:**

merican Institute for Managing Diversity. Annotated Bibliography.  
[tp://www.aimd.org/index.php?option=com\\_content&task=view&id=13&Itemid=28](http://www.aimd.org/index.php?option=com_content&task=view&id=13&Itemid=28)  
 Bibliography of alternative reading materials on diversity management issues: representation diversity, inclusion, understanding  
 fferences and cultural competency issues.

Cornell University School of Industrial and Labor Relations. Catherwood Library. Workplace Diversity.

<http://www.ilr.cornell.edu/library/research/subjectGuides/workplaceDiversity.htm>

This guide provides an introduction to key library and online resources in the area of workplace diversity, including practitioner resources, journals, consultant directories, and more.

Cultural Diversity at Work archive. (Subscription required).

More than 1000 articles, tools and resources for implementing diversity and inclusion.

[http://www.diversitycentral.com/diversity\\_store/search.php](http://www.diversitycentral.com/diversity_store/search.php)

Diversity at Work Center <http://www.multiculturaladvantage.com/diversity-work.asp>

The Diversity at Work Center is designed to address the needs of human resource professionals working with diversity and diversity recruiting issues. It features over 400 articles, reports, links and studies covering diversity recruiting, retention and other related workplace issues.

Diverse Issues Newsletter

<http://diversityeducation.cas.psu.edu/Newsletters.html>

This newsletter is published four times a year. It typically includes a section on diversity in the workplace.

**Diversity Resources.**

[http://jobsearch.about.com/od/diversity/Diversity\\_Resources.htm](http://jobsearch.about.com/od/diversity/Diversity_Resources.htm)

Workplace diversity resources include career and employment information for women, gay, lesbian, bisexual, multicultural and senior job seekers.

Human Rights Campaign Foundation. Workplace News . (E-Newsletter). Latest resources, news and events to ensure workplace equality for gay, lesbian, bisexual and transgender employees and their families. To subscribe:

[http://www.hrc.org/issues/workplace/workplace\\_news.html](http://www.hrc.org/issues/workplace/workplace_news.html)

Society for Human Resource Management, Diversity Focus Area.

<http://www.shrm.org/diversity/>

Membership required. Includes SHRM articles and whitepapers on diversity, toolkits, research and related resources. SHRM publishes the State of Workplace Diversity Management Report.

U.S. Equal Employment Opportunity Commission.

<http://www.eeoc.gov/>

Fact sheets and guidance on discrimination by type: age, disability, equal pay, national origin, pregnancy, race, religion, retaliation, sex and sexual harassment.

U.S. Federal Communications Commission. Diversity Resource Directory.

<http://www.fcc.gov/DiversityFAC/directory.html>

This Diversity Resource Directory is intended to be a one-stop resource for industry executives, human resources personnel, and/or employees to go to for assistance in recruitment efforts, or in development of a program that will enhance development of a company's human capital. The Directory will contain detailed information on the diversity efforts implemented at various organizations, diversity studies performed, employment research, trade association and foundation programs, etc.