Goal 3A: Hartnell College is committed to 1) increasing diversity among its employees; 2) providing an environment that is safe and inviting to diverse persons, groups, and communities; and 3) becoming a model institution of higher education whose respect for diversity is easily seen and is fully integrated throughout its policies, practices, facilities, signage, curricula, and other reflections of life at the college.

Plan:

1. The Human Resources Office will continue to monitor its diversity hiring and use all lawful methods to increase diversity by decreasing the disparity between the demographics of our student population and the demographics of our employee populations, especially in light of research that shows us the benefits to students of a diverse educational environment.

2. Hartnell will increase all employees’ awareness of diversity issues and its commitment to diversity by engaging all employees in discussions about diversity, its importance to the community college mission in general and Hartnell’s mission in particular, and the benefits of a diverse workforce.

3. Hartnell will provide opportunities for all students and personnel to get experience and training in how to have difficult conversations about diversity, inclusion, differences, and cultural competency, and will encourage the honest, compassionate exchange of ideas and experiences.

4. The Hartnell Diversity Committee will inventory policies, practices, facilities, signage, curricula, and other reflections of life at the college, identify where improvements can be made in being an inclusive, welcoming environment, and recommend changes to achieve those improvements.

5. We will establish a Diversity at Hartnell website to document activities and resources, and to serve as an archive of messages that the Diversity Committee intends to communicate on a monthly basis.
**Goal 3A:** Hartnell College is committed to 1) increasing diversity among its employees; 2) providing an environment that is safe and inviting to diverse persons, groups, and communities; and 3) becoming a model institution of higher education whose respect for diversity is easily seen and is fully integrated throughout its policies, practices, facilities, signage, curricula, and other reflections of life at the college.

**Progress:**

1. The Human Resources Office has continued to monitor its diversity hiring and to ensure that all participants in every selection process be properly trained on the benefits of a diverse workforce. The Human Resources Office has implemented an applicant tracking system that collects data on applicant demographics (if offered by applicants on a voluntary basis only), and which will allow us to study whether there are particular steps in the process where monitored group members are dropping out of the process (e.g., minimum qualifications screening, screening committee choosing interviewees, finalist selection, ultimate choices), so that we can pinpoint whether there are particular practices that need to be changed or bolstered. Those data are just now coming available to us.

2. The Diversity Committee has continued to engage the Hartnell community in activities, events, and discussions about diversity issues. The Diversity Committee membership has expanded to include: the director of HSI Initiatives; the Director of DSPS; the manager of the Salinas Valley Health Pathways Program Partnership, whose charge includes social justice issues; the Director of Student Services, Special Programs; and the Director of Student Life. This is to ensure that we can build a robust program of activities and events that look at diversity with a broad brush, and that have a broad impact across all campus groups.

All employees are required to attend a workshop on Diversity Hiring, and no one is allowed to serve on a screening committee for recruitments without having attended a workshop. We have invited Laura Schulkind, a statewide expert on diversity hiring in the California Community Colleges, to campus to provide interactive presentations each spring for all new employees, and to make sure that all employees attend workshops at least once every three years. We also provide a webinar on the topic for new employees who are hired after the spring workshops given by Ms. Schulkind.
Diversity events have included a book club; several theater experiences with talk back opportunities with the playwrights, directors, and cast members; Educator in Residence workshops on generational differences; musical performances that highlight different cultural traditions; lectures, including the keynote address during the 2017 Student Success Conference on the neuroscience of decision-making and implicit bias; webinars; and workshops.

3. See response to # 2, above.

4. The District has adopted a policy on its commitment to diversity, and also policies and procedures on non-discrimination, non-harassment, and the investigation of discrimination and harassment complaints. It also has policies and procedures on student conduct that prohibit harassment, and policies and procedures on services for students with disabilities. The District adheres to ADA standards on web access. Its street-level, person-level directional signage inside new buildings is in English and in braille, and many information signs are printed in English and in Spanish.

Curriculum is largely the province of the academic offices and personnel of the college, including the Academic Senate, and the committee has not done a formal inventory of this, but we note that among the core competencies, or institutional learning outcomes, adopted by the college are “Global Awareness: Students will demonstrate knowledge of global interdependence; others’ values, cultures and beliefs; and the ability to describe one’s own cultural heritage,” “Esthetic Appreciation: Students will critically reflect upon works of visual and performing arts in a diverse cultural context,” and “Personal Growth and Responsibility: . . . (b) Students will demonstrate the importance of being an informed, ethical, and active citizen in their community and world.”

5. The Diversity and EEO Committee maintains a committee website with complete history of its meeting agendas, minutes, and documents relied on.
Two members of the Diversity Committee created a draft website for the committee, but we have not yet made progress on publishing it or creating a unified web presence on diversity and equity for the college.

However, the College does have a well-developed web presence for students with disabilities (http://www.hartnell.edu/department-supportive-programs-services-dsps), and also for students serviced by the Office of Special Programs (http://www.hartnell.edu/specialprograms), which includes programs and web resources for men of color, women, non-traditional and/or at-risk students, and our dreamer students (http://www.hartnell.edu/mi-casa-hartnell-college-dreamer-center).