



SJECCD Employee Pride Association



**EVERGREEN
VALLEY COLLEGE**



SJECCD Employee Pride Association



Vision Statement

The Employee Pride Association envisions building a legacy that promotes equity and opportunity while fostering a welcoming and inclusive environment within the San José Evergreen Community College District community for all LGBTQIA+ and allied employees.

Mission Statement

The mission of the Employee Pride Association (EPA) is to promote equity and social justice for LGBTQIA+ and allied employees and students within the San José Evergreen Community College District (SJECCD). The EPA is committed to engaging SJECCD constituencies in essential learning and action towards advancing LGBTQIA+ and allied employees' and students' interests, retention, and well-being.

Purpose

The Employee Pride Association shall exist for the following purposes:

1. To connect, socialize with, and support LGBTQIA+ employees and students across the district and EVC and SJCC campus communities.
2. To advocate for meaningful policy change, resource allocation, and competency training that enhances the district's ability to develop and maintain the diverse LGBTQIA+ community of students, employees, alumni, and community partners.
3. To raise awareness of the presence and contributions of SJECCD LGBTQIA+ employees and the larger LGBTQIA+ community within Silicon Valley.

The Employee Pride Association Objectives

The Employee Pride Association is committed to promoting education, awareness, and advocacy for/of the LGBTQIA+ community within the San Jose Evergreen Community College District.

The Employee Pride Association recognizes the critical value of diverse perspectives, lives, and identities in enriching the district and working towards opportunity, equity, and social justice. As such, the following are the objectives of the Employee Pride Association:

- To serve as a resource for the concerns of the LGBTQIA+ within SJECCD
- To offer professional development and social opportunities to LGBTQIA+ employees.
- To ensure the legacy of the association and the contributions of LGBTQIA+ employees to the San Jose-Evergreen Community College District are recognized.
- To establish and facilitate communication among SJECCD LGBTQIA+ employees.
- To provide a welcoming environment to empower, attract, and retain LGBTQIA+ employees.
- To advocate for equitable policies and foster inclusive district and campus climates.
- To support and serve as role models for LGBTQIA+ employees and students.
- To promote education on LGBTQIA+ issues, increasing multicultural competency for our district and campuses.

SJECCD Employee Pride Association Goals



As an employee group, we pledge to work collaboratively in order to achieve the following goals within the San Jose Evergreen Community College District:

GOAL 1: COMMUNITY BUILDING

The Employee Pride Association will offer and promote opportunities to connect, socialize with, and support LGBTQIA+ employees and employees who sit at the intersection of LGBTQIA+ identity and race, class, ability, faith, etc. by:

1. Creating a calendar of social events that caters to the diverse interests of the LGBTQIA+ community on EVC's and SJCC's campus and the overall district community.
2. Exploring the development of a mentoring program for employees and students.
3. Supporting and providing input in the fair recruitment, hiring, retention, treatment, and promotion of LGBTQIA+ students, faculty, staff, and administrators on campuses and within the district office.
4. Advocating for and proactively responding to the many needs of LGBTQIA+ community in regards to issues impacting the district and campus communities, as well as at the local, national, global level.

GOAL 2: VISIBILITY

The Employee Pride Association will raise awareness of the presence and contributions of SJECCD LGBTQIA+ employees and the larger LGBTQ community within Silicon Valley by:

1. Strategically engaging with other Staff Associations and diversity-focused leadership on campus;
2. Strategically engage with and increase LGBTQIA+ presence in other campus/district units or groups.
3. Promoting membership.
4. Building strong, effective linkages with college and district administration and with the surrounding community at large.
5. Advising the campus and district leaders on matters pertaining to issues of sexual and/or affectional orientation and gender identity and expression as they pertain to SJECCD employees and students

SJECED Employee Pride Association Goals



GOAL 3: RESOURCES

The Employee Pride Association will provide access and promote the resources and services available within the SJECED District, the greater Bay Area community, and other professional organizations and associations to the LGBTQIA+ community by:

1. Exploring the development of a speaker series for LGBTQIA+ employees and students.
2. Developing professional and personal development programming catering to the diverse interests of the LGBTQIA+ community within the San Jose Evergreen Community College District.
3. Advocating for increased resources for LGBTQIA+ students.
4. Identify and potentially applying for grants to support the members of the LGBTQIA+ community within the San Jose Evergreen Community College District.

SJECED Employee Pride Association Structure



Meetings: Last Friday of Every Other Month (first meeting to be held in August)

Membership Dues: \$20 a month

Membership

Membership is open to all employees of the San Jose Evergreen Community College District, regardless of race, ethnicity, gender, creed, nationality, religion, or sexual orientation, who support the mission and goals of the Employee Pride Association.

Privileges of Membership

1. Right to vote on all business brought before the membership
1. Ability to hold office
1. Participation on committees
1. Propose changes to Bylaws

Term of Membership

Annual membership is for one (1) fiscal year, July 1- June 30