



# SAN JOSÉ · EVERGREEN

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## Community College District

### HOW TO IMPROVE YOUR WORKING & LEARNING ENVIRONMENT: QUALITY OF LIFE THROUGH EEO AND DIVERSITY ACTIONS

*Evergreen Valley College - Professional Development Day (PDD) January 23, 2026*

Presented by: Districtwide EEO & Diversity Advisory Committee Panel



## **SJECCD ENDS POLICIES**

SJECCD exists to ensure all students, especially those with educational and/or socioeconomic challenges, will have the skills and capabilities to be successful in the next stage of their life.



*QUALITY OF LIFE THROUGH EEO AND DIVERSITY ACTIONS*



## VISION

SJECCD becomes the premier institution for advancing opportunity, equity, and social justice for everyone through educational excellence.

*QUALITY OF LIFE THROUGH EEO AND DIVERSITY ACTIONS*



## MISSION

As a leading educational institution, the mission of SJECCD is to meet the diverse educational and workforce needs of our community by empowering our students to become agents for socioeconomic change.



## *PART A: WORKSHOP OBJECTIVES*

1. Understand how **EEO & Diversity** directly affect stress, morale, retention, and student success
2. Recognize **micro-inequities** and institutional barriers in colleges
3. Know their **rights and responsibilities** under EEO
4. Practice **real actions** that improve campus quality of life



## *OPENING (5 minutes)*

- In one word, what would improve your quality of life at work?



# *WHY EEO & DIVERSITY = QUALITY OF LIFE (10 minutes)*

| If EEO Works...           | You Experience...    |
|---------------------------|----------------------|
| <b>Fair hiring</b>        | Better coworkers     |
| <b>Fair promotion</b>     | Motivation           |
| <b>No retaliation</b>     | Psychological safety |
| <b>Diverse leadership</b> | Fair decisions       |
| <b>Respect</b>            | Less stress          |
| <b>Belonging</b>          | Higher morale        |

*QUALITY OF LIFE THROUGH EEO AND DIVERSITY ACTIONS*



## *HIDDEN BARRIERS IN COLLEGE WORKPLACES (10 minutes)*

1. Micro-inequities: Small actions,  
Big impact
2. Unequal Access to Opportunity
3. Retaliation Fear
4. Token Diversity



## *WHAT EVERY EMPLOYEE CAN DO (10 minutes)*

1. Use Inclusive Language
2. Practice Interrupting Bias
3. Know Your EEO Rights
4. Document Problems
5. Be an Upstander
6. Support Diverse Leadership

***Know your rights, document, speak up***



## *CASE STUDIES (10 minutes)*

1. Case 1: Promotion
2. Case 2: Accent
3. Case 3: Retaliation

# Automotive & Nursing



## *COMMITMENTS (5 minutes)*

Write one action participants will take:

- Speak up
- Mentor
- Report
- Support
- Include

***EEO and Diversity are about dignity, fairness, and quality of life***



## *PART B: OVERVIEW of EEO & DIVERSITY PLAN and IMPLEMENTATION (5 minutes)*

- **EEO & Diversity Plan** (June 2024)
- **Key Features**



*QUALITY OF LIFE THROUGH EEO AND DIVERSITY ACTIONS*



## A. PRE-HIRING

### A1. Training

A1.1. Topics

A1.2. Trainers

A1.3. Assessments



## A. *PRE-HIRING* (Con't)

### A2. Publications & Websites

Recognize and commemorate historical persons or events from marginalized communities via naming or visual arts on buildings, rooms, and outdoor spaces



## A. PRE-HIRING (Con't)

### A3. EEO Performance Goals

A3.1 Criteria for Evaluation

A3.2 Annual Goal or Initiative



## A. PRE-HIRING (*Con't*)

### A4. Data

- A.4.1 Longitudinal / trend Data
- A.4.2 Employees with Disabilities
- A.4.3 Faculty Hires (Full-time/Part-time)
- A.4.4 Gender
- A.4.5 Retired Faculty
- A.4.6 Two or More Races



## A. PRE-HIRING (Con't)

### A5. Recruitment Outreach

Address underrepresentation

A.5.1 Identification

A.5.2 Strategies to address under-representation



## A. *PRE-HIRING (Cont.)*

### A6. Affinity Groups

Meet

Inquire

Support



## B. HIRING

### B1. Training for Hiring Committees

B.1.1 EEO/Equity Representatives

B.1.2 Assessing Sensitivity &  
Understanding of diverse students

B.1.3 Online interactive training



## *B. HIRING (Cont.)*

**B2. Bias Elimination Training**

**B3. Assess Sensitivity to Diversity**

**B4. EEO Representatives**

**B5. Focused Outreach & Publications**

**B6. Recruitment**



## *C. POST-HIRING*

**C1. Campus EEO & Diversity Climate**

**C2. Hiring Procedures & Outreach**

**C3. New Employee Support**



## SUMMARY

- Highlights
- 1. Training
- 2. Mentorship
- 3. Upward Mobility
- Recommendations

Continued improvement

1. Commitment
2. Management
3. Leadership & Support



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# THANK YOU!

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DISTRICTWIDE EEO & DIVERSITY ADVISORY COMMITTEE



OPPORTUNITY | EQUITY | SOCIAL JUSTICE