



SAN JOSÉ · EVERGREEN

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



OPPORTUNITY | EQUITY | SOCIAL JUSTICE



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.





VISION

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





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...
Fair hiring	Better coworkers
Fair promotion	Motivation
No retaliation	Psychological safety
Diverse leadership	Fair decisions
Respect	Less stress
Belonging	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

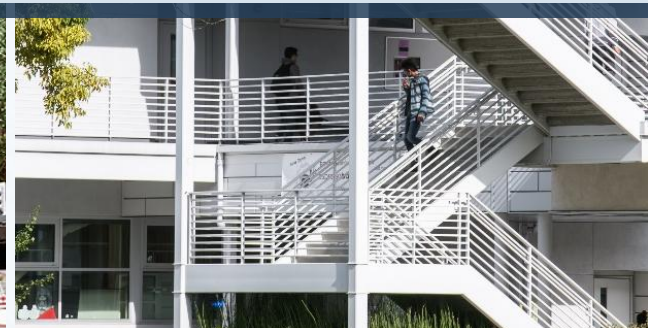




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THANK YOU!

DISTRICTWIDE EEO & DIVERSITY ADVISORY COMMITTEE



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