



# SAN JOSÉ · EVERGREEN

---

## Community College District

---

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

*San Jose City College - Professional Development Day (PDD) March 20, 2026, 10:30 AM to Noon, Room B-102*

Presented by: Districtwide EEO & Diversity Advisory Committee Panel

---



OPPORTUNITY | EQUITY | SOCIAL JUSTICE



## *SJECED ENDS POLICIES*

SJECED 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*

SJECED 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?
- Equity improves morale, retention, student success



## *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

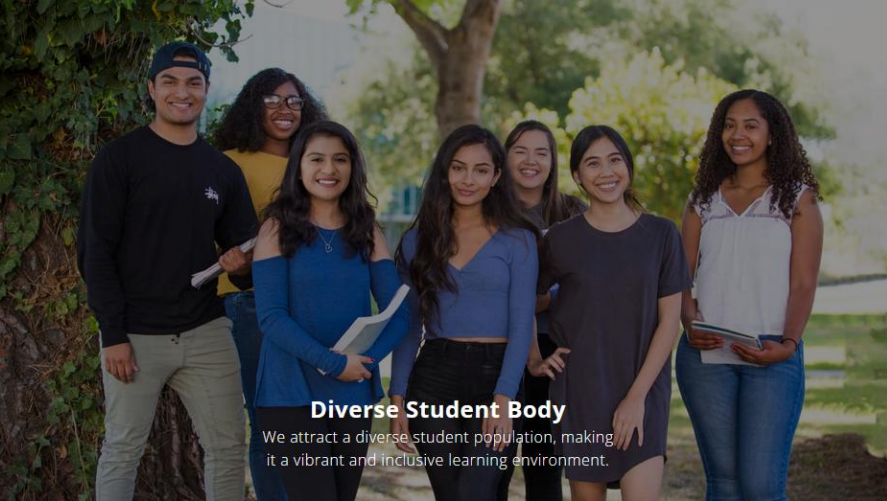
*QUALITY OF LIFE THROUGH EEO AND DIVERSITY ACTIONS*



## *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





### **Diverse Student Body**

We attract a diverse student population, making it a vibrant and inclusive learning environment.



## *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***



## **Sustainable Campus Initiatives**

The district actively promotes eco-friendly practices & implements renewable energy.

## *CASE STUDIES (10 minutes)*

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





## *CLOSING COMMITMENT(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**



### **Community Engagement**

SJECED encourages students to participate in community service and outreach programs.



## 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





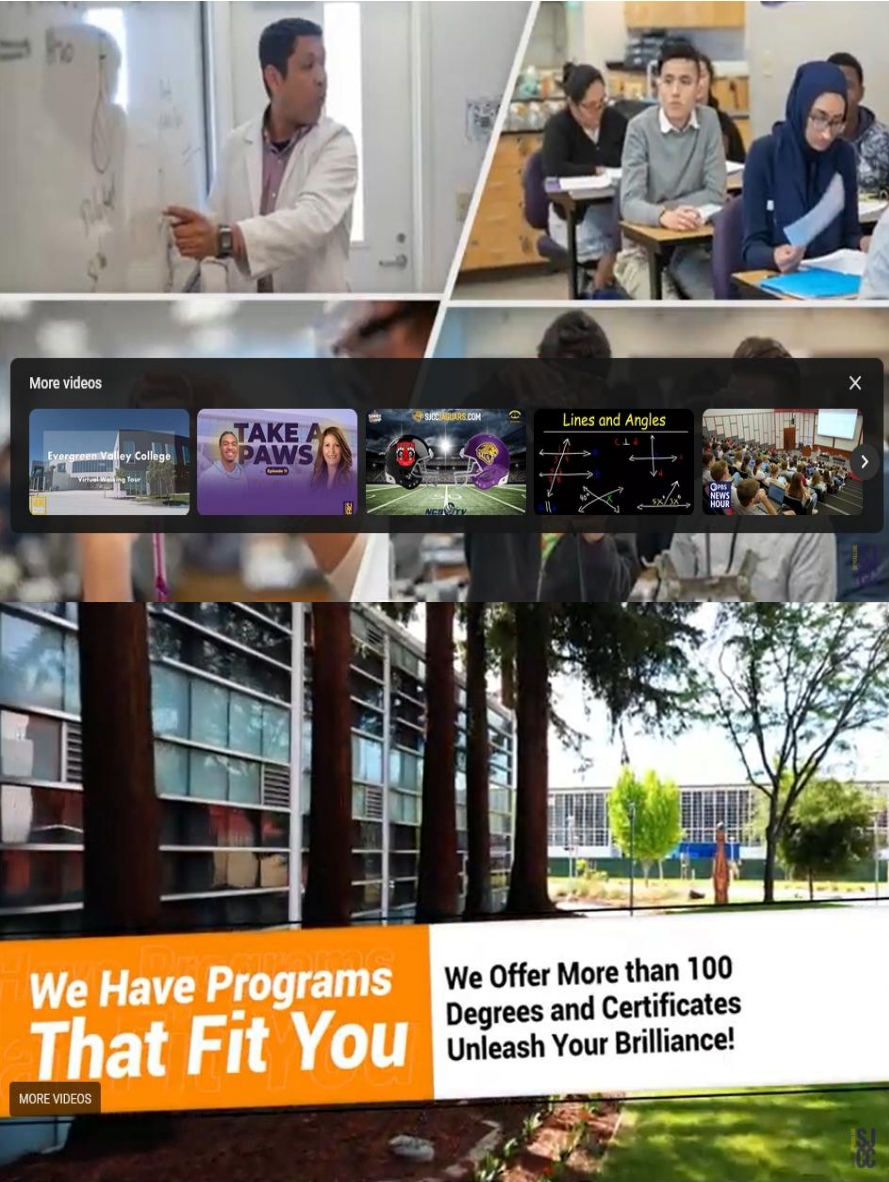
## A. *PRE-HIRING (Con't)*

### 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*

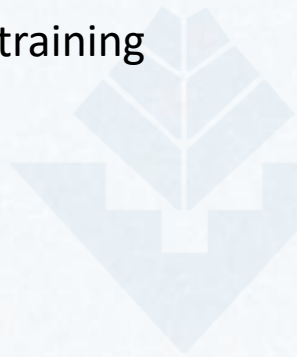
### **B1. Training for Hiring Committees**

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**

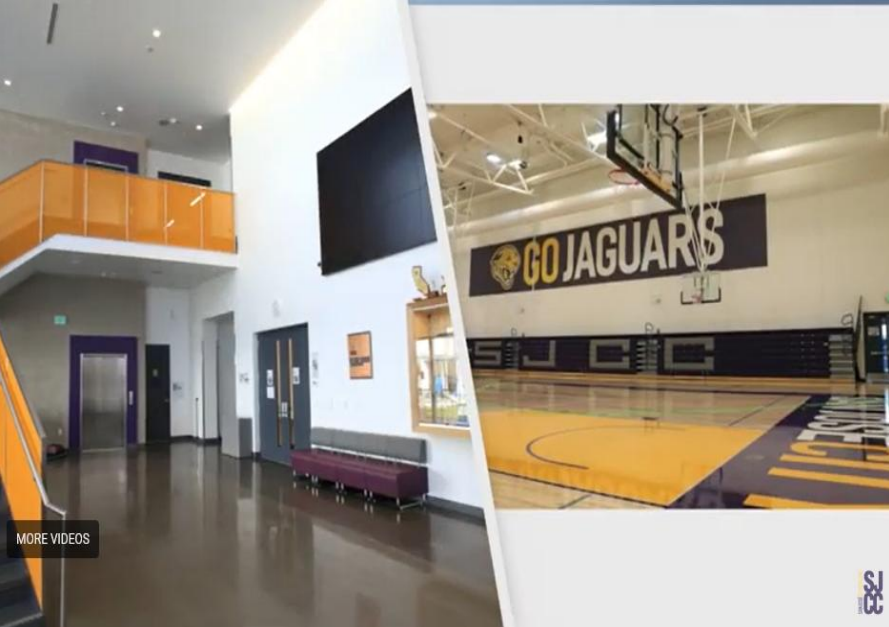
**B3. Assess Sensitivity to Diversity**

**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





SAN JOSÉ · EVERGREEN  
Community College District

THANK YOU!

DISTRICTWIDE EEO & DIVERSITY ADVISORY COMMITTEE



OPPORTUNITY | EQUITY | SOCIAL JUSTICE