What is ODIAC?

• Under the District’s EEO Plan: 2 Areas of Focus:

• Equal Employment Opportunity (EEO)
  • Establish and maintain fair hiring processes
  • Ensure that processes result in a more diverse and excellent workforce
  • Track statistics for hiring, availability of diverse candidates

• Diversity and Inclusion Advisory
  • Increase awareness and educate faculty, staff and administrators
  • Celebrate and promote Ohlone’s diversity
  • Sponsor and co-sponsor events that include all
  • Create space for continuous dialogue about diversity and inclusion
  • Advise the President on campus issues and challenges
diversity@ohlone.edu

ODIAC Members

• Jeffrey Dean and Shairon Zingsheim, Co-Chairs
  • Nick Chivers
  • Arti Damani
  • Chris Dela Rosa
  • Jennifer Druley
  • Larissa Favela
  • Janice Jones
  • Jennifer Jovel
  • Teresa Massimo
  • Binh Nguyen
  • Amy Rios
  • Tijan White

Meetings and participation open to everyone
Beginning to establish regular meetings
Activities On Campus

• Reading/Discussion
  • Books: *Whistling Vivaldi*, on the subject of “stereo-type” threat
  • Faculty-oriented discussion took place during LCW, which included students
  • Staff and management discussion to take place on February 26, 2016
  • Discussion about relevant articles about race/ethnicity in higher education context. *Articles are currently available on our website*
  • Future: Brown-bag (informal) events

• Interactive and on-going training
  • Brown Bag sessions: Cultural diversity awareness topics
  • “Hiring the Best” – offered during LCW - each semester
  • On-going training for screening committees
Black History Month

• **Speakers for Black History month:**
  - Brian Copeland – *Not a Genuine Black man* – February 11 at 12:00 Noon
  - Dr. Janice Jones – Notable periods of Black History – February 27 – 2:15 PM
Activities off campus

• Team of administrators, faculty and staff attended an all-day EEO training sponsored by the CCCCO – November 2015
  • Debrief/Discussion at DDAS meeting with the team

• Diversity Summit - February 22 – “Building Workforce Diversity – It Takes a Village” – sending a team – a debrief will follow
Celebrating Cultural Diversity/Board Proclamations

• Board Proclamations and possible tie in with on-campus celebrations and events:
  • India Republic Day - January
  • Black History - February
  • Cesar Chavez Day – March
  • Asian/Pacific Heritage – May
  • Deaf Awareness – September
  • Hispanic Heritage – October
  • Disabilities Awareness – October
  • Native American Awareness - November
Inviting Speakers/Researchers to Campus

• Dr. Fairlie, Department of Economics, UCSC. Conducted a study can published research entitled: “A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom”

• Kimberly Papillon: “How the Doctrine Facilitates the Brain’s Bias”

• Truc HaMai: 2015 Dissertation: The “Other” Women: What about the Experiences of Women Faculty of Color in Community Colleges
Challenges

• Lack of time to plan and execute
• Campus expectations
• Funding for speakers/training
• Schedule coordination
OPPORTUNITIES

• Models from other schools – e.g. De Anza
• Potential to develop a website – Good national examples to emulate
• Partnering with Student Equity (Basic Skills, SSP) -goals overlap
• Learning from professionals – e.g. Dr. Reza
A World of Cultures United in Learning!

• Thank you for engaging!