

## GOAL 2. CULTIVATE A DIVERSE, EQUITABLE, AND INCLUSIVE WORK ENVIRONMENT THAT FOSTERS EMPLOYEE ENGAGEMENT TO SUPPORT STUDENTS.



### Year 2 Action Plans

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#### **ACTION PLAN 1. IMPLEMENT A SUPERVISOR TRAINING PROGRAM THAT DEVELOPS DEI SKILLS AND LEADERSHIP.**

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##### Steps:

1. HR will develop a supervisor training program with integrated DEI components.
2. Training materials and support will be available through the Professional Development Center, supported by the college's existing DEI professional development programs.
3. Supervisor's DEI program will be piloted during fall 2022 semester across all employee groups, including faculty, police officers, mid-managers, engineers, classified, and administrators.
4. Pilot feedback shall be incorporated and the program shall be fully implemented during the spring 2023 semester. All supervisors will be able to complete the training by the end of spring 2023 semester.

KPI for Action Plan 1: 50 employees across employee groups will complete the supervisor training program.

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#### **ACTION PLAN 2. STRENGTHEN EMPLOYEE ENGAGEMENT THROUGH A CULTURE OF ACCEPTANCE AND OPENNESS.**

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##### Steps:

1. To promote a culture of acceptance and openness, *College Hour* will be offered twice a semester for employees to have an open dialogue on topics of institutional importance and learn from each other in a safe space.
2. Employees will suggest topics for each *College Hour* in advance through a survey.

KPIs for Action Plan 2: 1. 50 employees will attend one or more College Hour sessions.  
2. Satisfaction of attendees, reported through a survey after each College Hour, will exceed 80%