



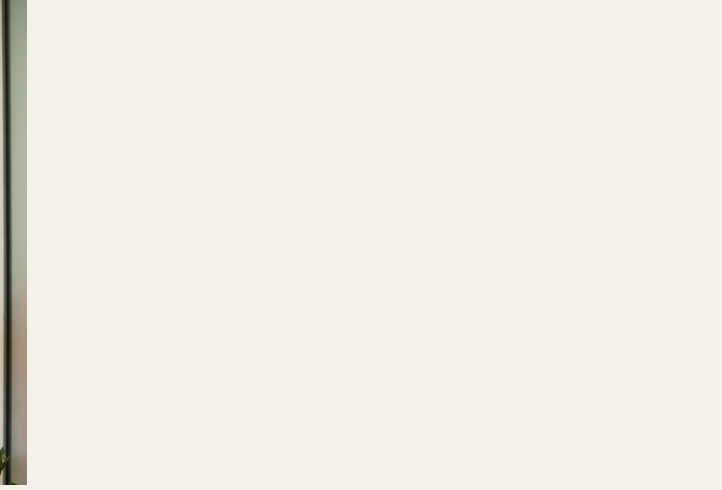
DIVERSITY



EQUITY



INCLUSION



ACCESSIBILITY

Overview:

Office of Diversity, Equity, and
Inclusion

ODEI

ESTD
2020



OFFICE OF DIVERSITY, EQUITY,
AND INCLUSION



INTROUCTION

ODEI commits to promote diversity, equity and inclusion throughout **all** projects and programs.

Our aim is to foster a creative and innovative environment where all employees and students feel a sense of **belonging** AND **psychological safety**. As a result, our job is to promote equity, therefore, actively strive to change the systemic obstacles that prevent growth amongst our employees.

The Diversity office's main focus is to:

- Cultivate Community within our district
- Providing access to DEI-related information and teach/train how to apply information
- Ultimately, becoming a resource for everyone in the district

Moving forward ODEI would like to emphasize and support issues revolving employees.

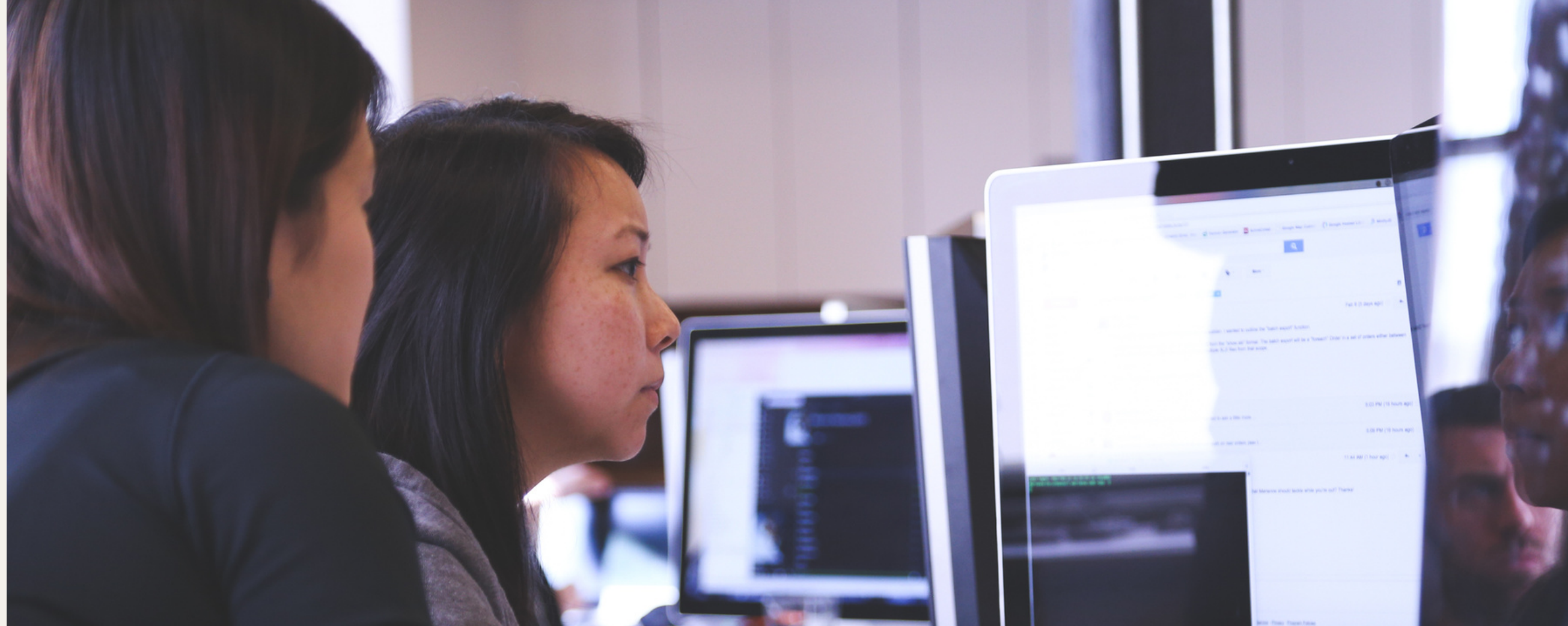


Project Overview:

Some of the projects/duties we lead are:

- Rancho Academy
- Grant Writing- EEO Grant and K-16 Grant
- Diversity Report
- EEO Report
- Climate Survey
- Affinity Group Events-Employees
- District-Wide Communication-Infographics
- DEI based Professional development trainings





The goal of the Rancho Academy has been to create a pipeline of diverse and equity minded graduate students to recruit into the Rancho Santiago Community College District

*10-week course, free, and online.
Cohort-based classes*

Our aim is to teach students inclusive pedagogy, cultural competency, professional development, provide an in-depth look at shared governance, and inform them of resources our students have at their disposal.

Career Coaching is provided by faculty and administrators from our district

Stipends will be offered to Career Coaches for the upcoming cohorts

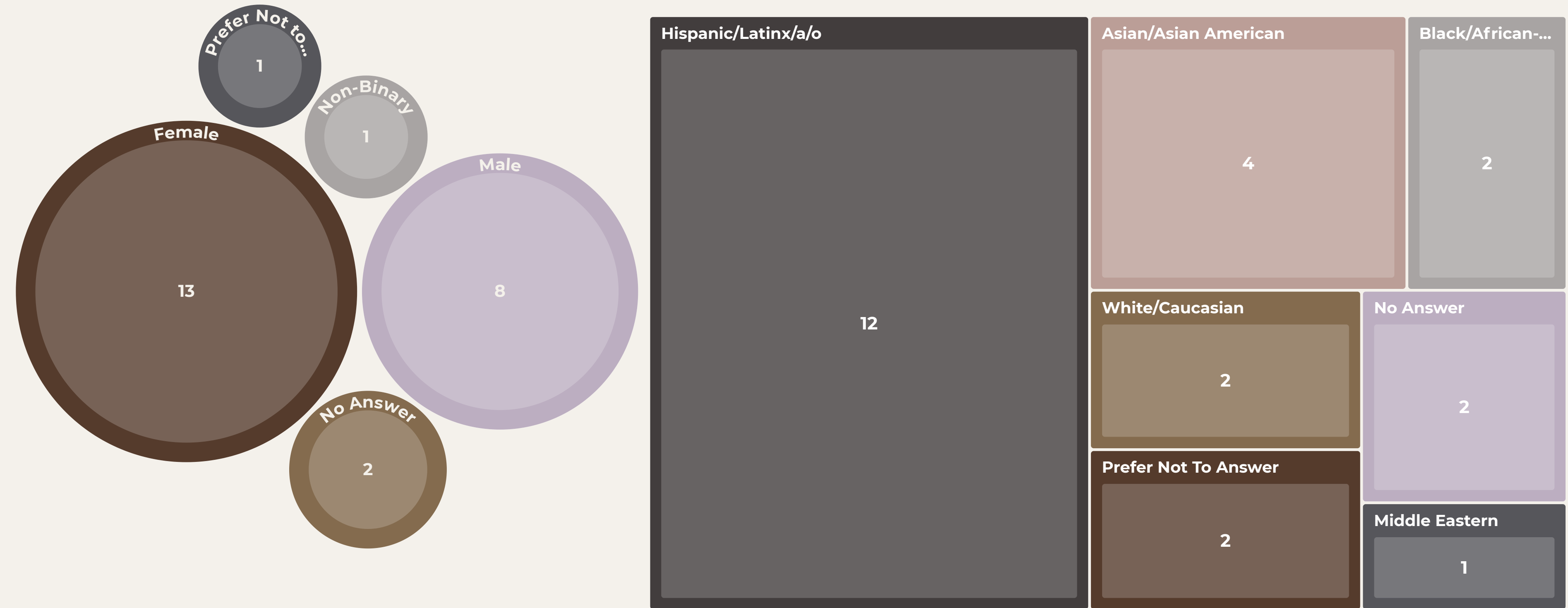
Providing graduate students from underserved communities an opportunity of this magnitude will create a step forward in decreasing racial disparities within part- and full-time faculty in RSCCD and arguably in California

Next Steps:

- 1. Expanding Recruitment**
- 2. Elevating Curriculum**
- 3. Conducting a survey to see how effective the program is**

Rancho Academy

June 2023 Cohort-Demographics



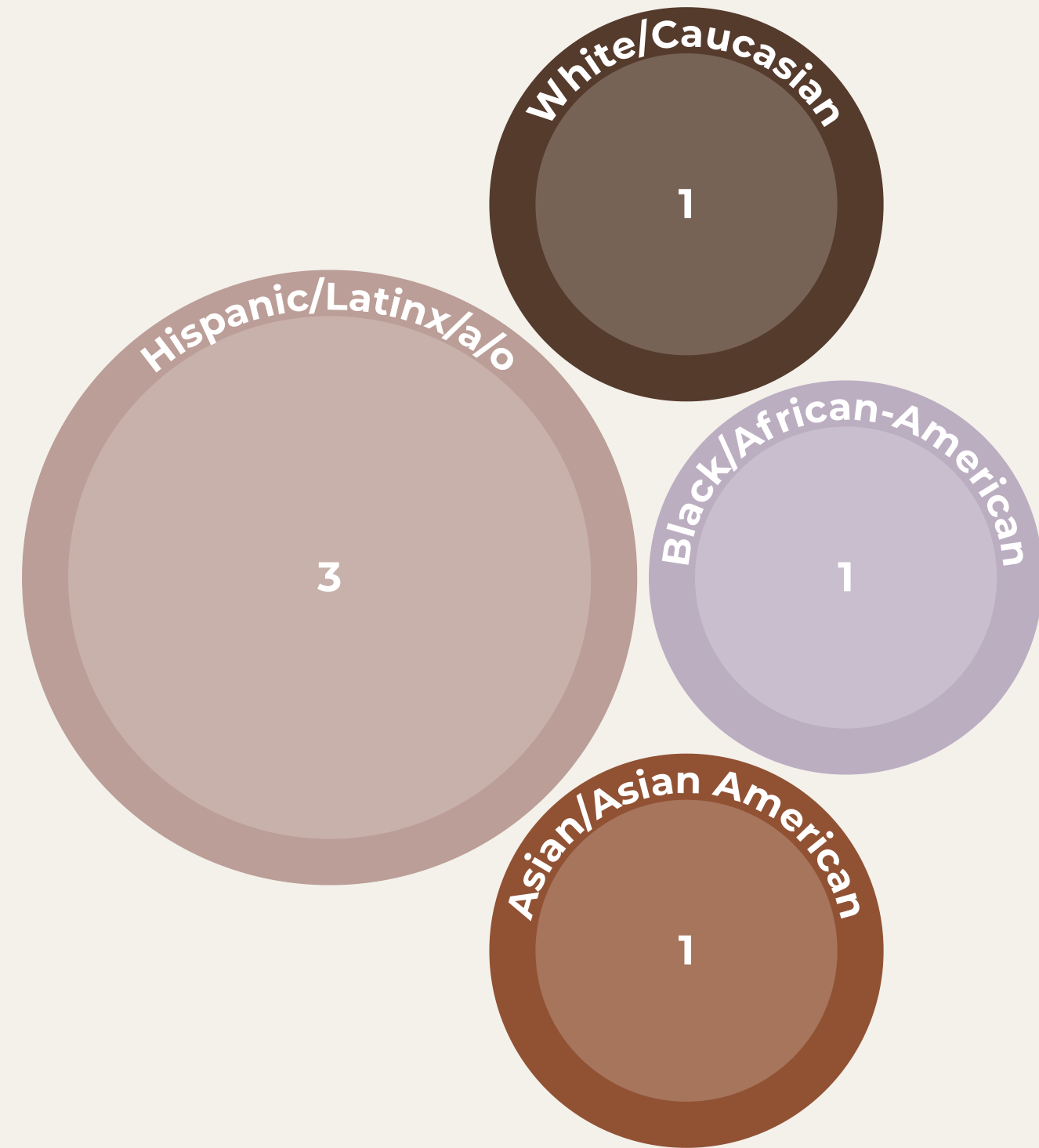
Rancho Academy Job Fair

ODEI

RANCHO ACADEMY JOB FAIR



- 1st job fair: 81% hiring rate- 22 people hired credit and non-credit disciplines
- October 27th
- Santiago Canyon College (SCC)
- Originally 22 people enrolled to participate
- 8 Attendees
- 6 Job Offers
- 75% Hiring Rate



ODEI 2023

This year has been a quite eventful year for our office! Here are some things that we have accomplished:

- **Inter-departmental meetings with SAC, SCC, CEC, and OEC**
- Inaugural Rancho Academy Job Fair
- **Affinity Group Events** and **Communications**
 - Black History Month
- Mental Health Awareness Month events @ DO
- **District-Wide Climate Survey**
- **EEO Report**
- Drafted Board Resolutions
- Campus events for **staff appreciation**
- Internal district-wide communication
- Rancho Academy Summer 2023 cohort
- Second RA Job Fair
- Attended multiple **conferences**
 - APAHE
 - AHHEE
 - DEIA Summit (State Chancellor's office)
 - HBCU Week
- Joined "Leading From the Middle" (**LFM**)
- **PD trainings** for CSEA and MTA
- Hosting various DEIA based trainings



Looking Ahead

- Continuing rebranding momentum-bridge our office with centers and colleges
- Diversity Report
- Four student centered events
- Cultural and employee engagement events
- PD trainings/workshops
 - Creating the Work Culture of Your Dreams
 - DEI Definitions and How to Incorporate it in the Workplace
 - Team Building: How to Effectively Communicate with our Colleagues
 - Recognizing and Addressing Microaggressions.
 - Encouraging Allyship and Intervention
- Rancho Academy
 - Beginning to create survey for our RA participants. Paths of our RA alumni and RSCCD new hires
- Continued participation on committees LFM, SEAP, Equity Committees
- Update ODEI website
- **EEO Summit***
 - 1 day conference for people who serve on hiring committees
 - Review updated EEO/Inclusive hiring practices
 - Title IX and ODEI to participate in panel discussions



Our Team



Emelyne Camacho, M.A.
(she/her/hers)



Jazz Hudson, M.S.
(she/her/hers)

Please don't hesitate to connect with us!

Camacho_Emelyne@rsccd.edu

Hudson_Jasmin@rsccd.edu

Ranchoacademy@rsccd.edu

