

THRIVE 2024 Year 1 Action Plan

Human Resources

Diversity, Equity, and Inclusion

Objective D.2: Employees will be effectively equipped to collaborate with diverse groups and be inclusive in their deliberations and decision-making processes (**Led by Human Resources**)

- **Strategy D.2 A:** Expand diversity, equity, and inclusion trainings and professional development events, and create systems to provide all employees with equitable access to those opportunities

Action Step	Deadline	Responsible Party
Attend kickoff meeting for the long-term DEI learning cohort through the DHRM Office of Workforce Engagement and DEI Unit to bring those learning plans, expectations and learning activities back to the college for implementation.	10/26/2021	Natalie Keeling, Melanie McNall, and Jasmine Sanders
Develop and Conduct at least two training opportunities for all employees to enhance DEI (Unconscious Bias and Chancellor's Teaching Fellows Programs). Goal is for 90% of employees to attend the Unconscious Bias training.	6/30/2022	Natalie Keeling and Jasmine Sanders

- **Strategy D.2 B:** Carefully analyze employee-focused College policies, procedures, and practices to look for areas of potential bias and revise to make them more equitable and inclusive

Action Step	Deadline	Responsible Party
Review and revise Thomas Nelson APM 3.26 Request for In Band Adjustment for Educational Achievement to eliminate any requirements that are exclusive.	6/30/2022	Angela Brightmon, Melanie McNall and Shakeesta Sumbry-Caldwell
Research the addition of a new policy and/or add to an existing recruitment policy two specific items: 1) requirement of search committee to interview internal candidates who meet all minimum requirements 2) requirement that if internal candidate is not selected, supervisor will meet with this person to discuss professional development opportunities.	6/30/2022	Natalie Keeling, Jasmine Sanders, and Shakeesta Sumbry-Caldwell

Employee Investment and Development

Objective E.3: Employees will have access and be expected to participate in comprehensive diversity and inclusion training (**Led by Human Resources**)

- **Strategy E.3 B:** Provide cultural competency training for all employees

Action Step	Deadline	Responsible Party
All current employees will complete the DHRM <i>Road to Cultural Competence</i> training in the COV Learning Center.	11/19/2021	Jasmine Sanders and Mike Snyder
All new employees will complete the DHRM <i>Road to Cultural Competence</i> training in the COV Learning Center within 90 days of their start date.	Ongoing	Natalie Keeling, Melanie McNall, and Mike Snyder

- **Strategy E.3 C:** Engage faculty discipline teams in an equity-driven review of curriculum content for cultural responsiveness and representation to make learning experiences connected, equitable, diverse, and inclusive for everyone

Action Step	Deadline	Responsible Party
Meet with subgroup of Faculty Senate to ask them to develop training related to cultural responsiveness in the classroom.	12/1/2021	Shakeesta Sumbry-Caldwell, Latasha America and Dr. Schaffer
Develop and conduct training with a select group of faculty and administer survey to assess the effectiveness of the training.	5/1/2022	Faculty Senate Subgroup