

**Ventura College Academic Senate**  
Resolution on Faculty Diversity and Cultural Competency\*

**Whereas**, in accordance with California Code of Regulations, Title 5, section 53022, job requirements shall include "sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students," and

**Whereas**, the VCCCD Equal Employment Opportunity Plan (AP 34209) commits to equal employment opportunity and creating a working and academic environment that is welcoming to all, will foster diversity and promote excellence, and

**Whereas**, diversity means a condition of broad inclusion in an employment environment that offers equal employment opportunities for all persons, requiring both the presence—and respectful treatment—of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, sexual orientation, disability and socio-economic backgrounds, and

**Whereas**, Equal Employment Opportunity means that all qualified individuals have a full and fair opportunity to compete for hiring and promotion and to enjoy the benefits of employment in the district, and

**Whereas**, all qualified applicants for employment shall have full and equal access to employment opportunities and are not subjected to discrimination in any program or activity of the District on the basis of age, ethnic group identification, race, color, national origin, religious belief, gender, sex, sexual orientation, physical disability, mental disability, marital status, veteran status, or on the basis of these perceived characteristics, and

**Whereas**, research indicates that a diverse faculty improves critical thinking and enhances outcomes for students, and

**Whereas**, diversity and the embracing of cultural competency brings different perspectives that gives a richer base to enhancing student learning by understanding cultural differences, and

**Whereas**, while our community college student population becomes increasingly diverse, the composition of the faculty does not reflect the diversity of the student body, and

**Whereas**, a commitment to diversity begins with—but does not end with—the faculty members selected as hiring committee members, as well as to respecting the recommendations made by the hiring committees on which they serve,

**Be it resolved**, that the Ventura College Academic Senate embraces all aspects of diversity and cultural competency and supports the hiring of faculty reflecting the student population whom we serve, and

**Be it further resolved**, that the Ventura College Academic Senate recognizes that faculty diversity and cultural competency must be an integral part of any learning environment that promotes excellence and increases student success, and

**Be it further resolved**, that the Ventura College Academic Senate takes a leadership role in promoting and addressing the diversification of all faculty positions at Ventura College as measured by VCCCD Diversity Dashboard, in particular in the sciences, social sciences, math and English.

\*First Draft by Paula Munoz, March 17, 2016. Modifications by Senate Exec, April 4-7, 2016. Approved as a First and Second Reading at Senate – April 7, 2016.

## Working Schedule for DiC- 2017

MB Hanrahan (artist for murals) **BOTH DAYS**

Ceramics Demo and Sale **BOTH DAYS**

**Highlander group (?)**

**Wed 4/12 events: (need Stage events for 9:30, 11:00, 2:00 pm)**

Sade Champagne- Musician and Inspirational Speaker ~~6:30-8:00~~ (Stage 1 pm)

LGBTQIA Panel – moderated by Heather Aguilar, English Instructor. (do not have a title yet)  
**Classroom 9:30- 11:30 AM**

Chumash Culture- Eleanor Fishburn, Cultural Advisor and Lecturer **Classroom 12:30-1:45 PM**

Presentation by Philip Clinton: "You went where?...Southeastern Europe! Explore the fascinating scenery and cultures of Southeastern Europe. From mosques to churches and mountains to beaches this place is off the beaten track!" **Classroom, 4/12, 12:30 pm**

Student panel- moderated by Sonia Chumber, English Instructor, "Migrant Stories, Who Are We and Where We Came From; VC Students Share Inspirational Stories of Their Families' Journey to the U.S." **Classroom, 4/12, 2:30-3:30 PM**

Polynesian Dancers **Stage 4:30**

**Thurs 4/13 events: (Stage full)**

Aztec Dancers **Stage 9:30 am -10:30**

Presentation by Dr. Maline Werness-Rude- Art History Professor, "The Mayan Calendar: Why the World Didn't end in 2012" **(classroom 9:30-10:45 AM)**

Poetry Slam (VC Voices and the English Club). 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> place cash prizes **Stage 11:00 AM-1:00 PM**

LGBTQ Discussion and Workshop with Dri Juarez "The Gender Revolution is Here Come and be a part of an exciting discussion regarding the evolution of identity and language. Hosted by Gigi Fiumerodo **Classroom 11:00 am**

NAMI speaker representatives- moderated by Ioana Schmidt **classroom 12:30-1:30**

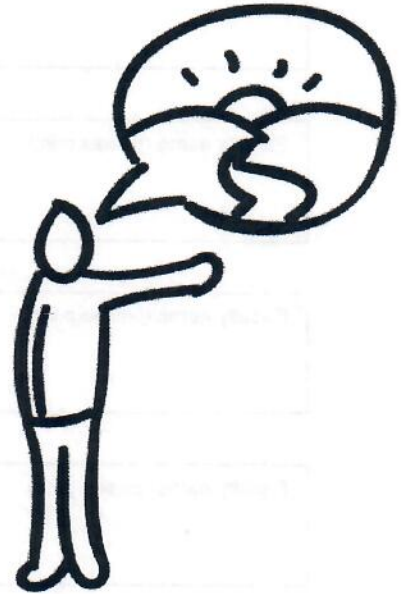
"Defining Your Identity" Understanding the Ancient Sun Stone of the Aztec Calendar with Jaime Vega.

Poet Laureate Richard Blanco **ASC 1-2:15 pm**



*An innovative system that accelerates students' career awareness and exploration unlike any other*

Segue facilitates career speakers in instructors' classrooms, schedules the speakers when instructors want them, and generates workplace invitations for student internships, shadows, and tours.



### **Segue Career Mentors: Findings and related research:**

- ❖ **Exposures to "possible selves" increases students' understanding of the relevance of school and motivates them to work harder now.**
- ❖ **Program is optional and is respectful of instructors' time.**
  - Each instructor chooses number of speakers per month (for 20-minute talks)
  - Instructors can exclude any classes
  - *Instructors can change preferences anytime*
- ❖ **Harvard University study of Segue found statistically significant student impacts which ...**
  - Increase academic success
  - Reduce dropout
- ❖ **Students' career awareness is developed through speakers that ...**
  - Greatly increase students' awareness of multiple and varied career options
  - Share stories of success from using "Success Skills" (e.g., grit, taking initiative, teamwork)
- ❖ **Acclaimed studies repeatedly call for Segue's focus, such as "Grit" (U. of Penn.), "Possible Selves" U. of Michigan), "Pathways to Prosperity" (Harvard), "Education to Employment" (McKinsey).**

Segue Career Mentors  
**Ventura College – Faculty Opt-in**

*Please enter your name and preferences below.*

Faculty name (please print)	Room #	Maximum # speakers per month
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*Please send this form to Eileen Crump, ASC. Thank you.*