



West Valley College

## Office of Student Equity & Success Faculty & Staff Professional Development Series Fall 2019 Calendar



**Sept. 20, 2019**

**11:00 a.m. – 12:30 p.m.**

Campus Center - Club Room

**Trainer | Dr. Luke Wood**

*Faculty | Author | Trainer*

**Topic:** *Unconscious Bias*



**Oct. 18, 2019**

**11:00 a.m. – 12:30 p.m.**

Campus Center - Club Room

**Trainer | Dr. Gina Garcia**

*Faculty | Author | Trainer*

**Topic:** *Enhancing the Cultural Experience of Latinx Students (Live Webinar)*



**Nov. 15, 2019**

**11:00 a.m. – 12:30 p.m.**

Campus Center - Baltic Room

**Trainer | Jeff Gold**

*Assistant Vice-Chancellor, Student Success Initiatives,  
Research and Innovation California State University*

**Topic:** *Moving from Insight to Action: Leveraging Data to Improve Your Practice*



Office of Student  
Equity and Success  
West Valley College

# Faculty Fellow | Fall 2019 Program

## SEPTEMBER

**Sept. 4, 2019** | 9:00 a.m. – 11:00 a.m.  
**Latinx Student Welcome Breakfast**  
Campus Center, Center for Identity,  
Exploration, & Inclusion

**Sept. 11, 2019** | noon – 2:00 p.m.  
**African American/Black Student Welcome**  
Campus Center, Center for Identity,  
Exploration, & Inclusion

**Sept. 11, 2019** | 1:30 p.m. – 2:30 p.m.  
**LBGTQ Student Welcome**  
Campus Center, Club Room

**Sept. 17, 2019** | noon – 2:00 p.m.  
**Yosimar Reyes**  
noon – 2:00 p.m.  
Campus Center, Baltic Room

**Sept. 18, 2019** | 8:00 a.m. - 9:00 a.m.  
**Asian Pacific Islander Students Welcome Breakfast**  
Campus Center, Center for Identity,  
Exploration, & Inclusion

**Sept. 24, 2019** | 11:00 a.m. – noon  
**Native American Student Welcome**  
11:00 a.m. – noon  
Campus Center, Center for Identity,  
Exploration, & Inclusion

**Sept. 26, 2019** | noon – 2:00 p.m.  
**Middle Eastern Student Welcome**  
Campus Center, Center for Identity,  
Exploration, & Inclusion

## OCTOBER

**Oct. 2, 2019** | 1:30 p.m. – 2:30 p.m.  
**LBGTQ Students – Ice Cream Social & National Coming Out Day Planning**  
Campus Center, Club Room

**Oct. 17, 2019** | noon – 3:00 p.m.  
**African American/Black Students Speaker | Author - Tyson Amir**  
Campus Center, Center for Identity,  
Exploration, & Inclusion

**Oct. 28, 2019** | noon – 2:00 p.m.  
**Dia de los Muertos Celebration**  
Campus Center

**Oct. 30, 2019** | 1:30 p.m. – 2:30 p.m.  
**LBGTQ Students – Conversation & Coffee and Trans Awareness Week Planning**  
Campus Center, Center for Identity,  
Exploration, & Inclusion

## NOVEMBER

**Nov. 13, 2019** | 9:00 a.m. – 11:00 a.m.  
**Cafecito Latinx Care Package**  
Campus Center, Center for Identity,  
Exploration, & Inclusion

**Nov. 20, 2019** | 1:30 p.m. – 3:00 p.m.  
**Trans Remembrance Film**  
Campus Center, Center for Identity,  
Exploration, & Inclusion

## DECEMBER

**Dec. 5, 2019** | 10:00 a.m. – noon  
**Middle Eastern Students - End of the Semester Celebration**  
Campus Center, Center for Identity,  
Exploration, & Inclusion

# Faculty Fellow Hours – Fall 2019

## Center for Identity, Exploration, & Inclusion

### **Latinx Students**

Faculty Fellow

Rebecca Cisneros-Diaz

rebecca.cisneros-diaz@westvalley.edu

**Monday** noon – 1:30 p.m.

**Wednesday** 11:00 a.m. – 12:30 p.m.

### **Asian Pacific Islander Students**

Faculty Fellow

Christina Shih

christina.shih@wvm.edu

**Monday and Wednesday** 7:30 a.m. – 9:00 a.m.

### **Lesbian, Gay, Transgender,**

### **Queer Students**

Faculty Fellow

Leigh Burrill

leigh.burrill@westvalley.edu

**Wednesday** 12:30 p.m. – 3:30 p.m.

### **Native American Students**

Faculty Fellow

Erika Vargas

erika.vargas@wvm.edu

**Monday and Tuesday** 11:00 a.m. – noon

### **African American/Black Students**

Faculty Fellow

Philip Severe

philip.severe@westvalley.edu

**Thursday** noon – 3:00 p.m.

### **Middle Eastern Students**

Faculty Fellow

Shamiran Badal

shamiran.badal@westvalley.edu

**Monday** 8:30 a.m. – 9:30 a.m.

**Wednesday** 8:30 a.m. – 10:00 a.m.



Office of Student  
Equity and Success  
West Valley College



**Office of Student Equity & Success**  
**Faculty & Staff Professional Development Series**  
SPRING 2020 Calendar



**Feb. 7, 2020**

**11:00 a.m. – 12:30 p.m.**

Campus Center - Club Room

**Dr. Gina Garcia**

*Trainer | Faculty | Author*

*Topic: Enhancing the Cultural*

*Experience of Latinx Students – Part 2*



**Mar. 6, 2020**

**11:00 a.m. – noon**

Campus Center - Club Room

**Jessica Pettit**

*Trainer | Author*

*Topic: Notice Notes: Conversations*

*That Matter*



**April. 17, 2020**

**11:00 a.m. – 12:30 p.m.**

Campus Center - Club Room

**Dr. Ali Michael**

*Trainer | Faculty*

*Topic: Building Anti-Racist Classrooms:*

*From Theory to Practice*





# APPLY TO BE A STUDENT LEADER

**Apply to be a Student  
Success Ambassador!**

**Student Leaders Wanted!**

**Attend an information  
session to learn more!**

**Location: Student Services  
Center (SSC) Second Floor  
Room 210B**

We are looking for Vikings who are team players and eager to be visible change agents on campus.

Benefits include ongoing leadership training, connection with faculty and staff; and the ability to affect the lives of incoming new students.

**Friday, February 7th**

10:00 am-10:30 am  
11:30 am-12:00 pm

**Tuesday, February 11**

9:00 am-9:30 am  
11:30 am-12:00 pm  
4:00 pm-4:30 pm

**Wednesday, February 12th**

3:00 pm-3:30 pm  
3:30 pm-4:00 pm  
4:00 pm-4:30 pm



Office of Student  
Equity and Success  
West Valley College

# Celebrating



## **Activity: Movie Series**

Dates: Thursdays, February 6, 13, 20 and 27

Time: 12:30 pm - 2:30 pm

## **Activity: Open Mic**

Featuring Tyson Amir and Guest

Date: Wednesday, February 12, 2020

Time: 12:30 pm - 2:30 pm

## **Activity: Black Jeopardy**

Date: Wednesday, February 26, 2020

Time: 1:30 pm - 3:00 pm

### **Location:**

Center for Identity, Exploration, and Inclusion  
Campus Center by the pool tables



Office of Student  
Equity and Success  
West Valley College

## Ryan Ng

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**From:** Albert Moore  
**Sent:** Tuesday, January 21, 2020 4:26 PM  
**To:** Alex Velasco; Cheryl Massa; Gina Venn; Mary Lonich; Paul Williams; Prachi Samant; Quyen Lenshoek; Rose Jackson; Ruth Nadig; Ryan Ng; Sara Valencia Hernandez; Sean McGowan; Tina Leech; Tracey Frizzell  
**Subject:** FW: Important Training Reminder Announcement for Spring 2020 -- District Human Resources Annual Training  
**Importance:** High  
**Follow Up Flag:** Follow up  
**Flag Status:** Completed

Just in case any of you would be interested in some of the spring trainings offered as part of the managers training program (with some that will be offered more broadly), here is the list and the way to register for the trainings.

Cheers,  
Albert



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**From:** Albert Moore  
**Sent:** Wednesday, January 15, 2020 1:07 PM  
**To:** Cheryl Ryan <Cheryl.Ryan@wvm.edu>; Ngoc Chim <Ngoc.Chim@wvm.edu>; Pat Fenton <Pat.Fenton@westvalley.edu>; Alfred Forrest <Alfred.Forrest@westvalley.edu>; Asmare Tadesse <asmare.tadesse@missioncollege.edu>; Bill Taylor <Bill.Taylor@wvm.edu>; Bradley Weisberg <Bradley.Weisberg@westvalley.edu>; Cheryl Miller <Cheryl.Miller@westvalley.edu>; Chigusa Katoku <chigusa.katoku@missioncollege.edu>; Chris Rolen <chris.rolen@wvm.edu>; Christina Chu <Christina.Chu@wvm.edu>; Connor Keese <Connor.Keese@missioncollege.edu>; Danny Nguyen <danny.nguyen@missioncollege.edu>; David Ellis <David.Ellis@missioncollege.edu>; David Esmaili <David.Esmaili@westvalley.edu>; Don Houston <Don.Houston@wvm.edu>; Donna Hale <donna.hale@missioncollege.edu>; Doug Martin <Doug.Martin@wvm.edu>; Elizabeth Maciel <Elizabeth.Maciel@westvalley.edu>; Gaye Dabalos <Gaye.Dabalos@wvm.edu>; Ha Vuong <ha.my.vuong@missioncollege.edu>; Hai Nguyen <Hai.Nguyen@wvm.edu>; Howard Liu <Howard.Liu@wvm.edu>; Inge Bond <Inge\_Bond@missioncollege.edu>; James Kerbey <james.kerbey@wvm.edu>; Javier Castruita <Javier.Castruita@wvm.edu>; Jayson Cabuag <Jayson.Cabuag@wvm.edu>; Joe McDevitt

<Joe.McDevitt@westvalley.edu>; Karin Navarro <karin.navarro@missioncollege.edu>; Katy Fitzgerald <Katy.Fitzgerald@missioncollege.edu>; Kenneth Songco <Kenneth.Songco@missioncollege.edu>; Leandra Martin <Leandra.Martin@missioncollege.edu>; Lien Pham <lien.pham@westvalley.edu>; Linh Nguyen <linh.nguyen@wvm.edu>; Lucia Moreno <Lucia.moreno@missioncollege.edu>; Mae Conroy <Mae.Conroy@westvalley.edu>; Manuel Salazar <manuel.salazar@missioncollege.edu>; Maritza Cantarero <maritza.cantarero@westvalley.edu>; Rachael Goldberg <Rachael.Goldberg@missioncollege.edu>; Richard Alfaro <Richard.Alfaro@missioncollege.edu>; Rob Gamble <Rob.Gamble@missioncollege.edu>; Scott Ludwig <Scott.Ludwig@westvalley.edu>; Stephanie Kashima <stephanie.kashima@westvalley.edu>; Susan Hutton <susan.hutton@wvm.edu>; Virginia Marquez <Virginia.Marquez@westvalley.edu>; Niall Adler <Niall.Adler@missioncollege.edu>; Omar Murillo <Omar.Murillo@missioncollege.edu>; Andrew Chandler <Andrew.Chandler@westvalley.edu>; Brian Miller <Brian.Miller@missioncollege.edu>; Anne Horgan <Anne.Horgan@westvalley.edu>; John Vlahos <John.Vlahos@westvalley.edu>; Edrina Rashidi <Edrina.Rashidi@missioncollege.edu>; Mary Lonich <Mary.Lonich@wvm.edu>; Debra Williams <Debra.Williams@missioncollege.edu>; Matais Pouncil <Matais.Pouncil@westvalley.edu>; Mina Hernandez <Mina.Hernandez@wvm.edu>; Ajani Byrd <Ajani.Byrd@missioncollege.edu>; Carol Friedman <Carol.Friedman@missioncollege.edu>; Inez Barragan <Inez.Barragan@missioncollege.edu>; Maria Escobar <Maria.Escobar@missioncollege.edu>; John Hritz <john.hritz@wvm.edu>; George Mageles <George.Mageles@westvalley.edu>; Gregory Shaw <Gregory.Shaw@missioncollege.edu>; Kim Habian <kim.habian@wvm.edu>; Kevin Borges <kevin.borges@wvm.edu>; Renee Paquier <renee.paquier@westvalley.edu>; Clement Lam <clement.lam@missioncollege.edu>; Raymond Gamba <Raymond.Gamba@westvalley.edu>; Laura Hyatt <laura.hyatt@westvalley.edu>; Jeffrey Pallin <Jeffrey.Pallin@missioncollege.edu>; Valerie Jensen <Valerie.Jensen@missioncollege.edu>; Marie Keith <Marie.Keith@missioncollege.edu>; Debra Griffith <Debra.Griffith@westvalley.edu>; Chris Dyer <chris.dyer@westvalley.edu>; Karen Yoder <Karen.Yoder@missioncollege.edu>; Paul McNamara <Paul.McNamara@westvalley.edu>; Jacqueline Escajeda <Jacqueline.Escajeda@missioncollege.edu>; Kristine Beebe <Kristine.Beebe@missioncollege.edu>; Susan Rittel <Susan.Rittel@wvm.edu>; Brian Goo <Brian.Goo@missioncollege.edu>; Samantha Hernandez <Samantha.Hernandez@westvalley.edu>; Charlie Bullock <Charlie.Bullock@westvalley.edu>; Bryant Hernandez <Bryant.Hernandez@wvm.edu>; Manny Cappello <Manny.Cappello@westvalley.edu>; Cathleen Frecceri <Cathleen.Frecceri@wvm.edu>

**Cc:** Bradley Davis <bradley.davis@westvalley.edu>; Chris Rolen <chris.rolen@wvm.edu>; Daniel Peck <daniel.peck@missioncollege.edu>; Eric Raznick <Eric.Raznick@wvm.edu>; Javier Castruita <Javier.Castruita@wvm.edu>

**Subject:** Important Training Reminder Announcement for Spring 2020 -- District Human Resources Annual Training

**Importance:** High

Happy New Year, District Colleagues!

An abbreviated listing of all of our training opportunities for the 2019-20 year, focused specifically on the spring semester, can be found below. There are trainings sponsored onsite as well as programs sponsored collaboratively by the Bay 10 Employment Relations Consortium. These are excellent programs and worth attending.

For several years now, we have heard from you about the need for more training, and for training and development in areas of responsibility that specifically interface with Human Resources. My team and I have been working with the Chancellor, Vice Chancellor, College Presidents, and Administrators and Supervisors to focus on areas of most concern to you, and us. The topics and times have been chosen in response to requests and preferences stated by our colleagues across the District and in consultation with sister community college districts in the Bay 10. The District is investing substantial sums in providing this training program for you. **My Executive Management Team colleagues and I consider this suite a requirement for each of you in**



executing your job responsibilities. This training will be offered only on the dates, times, and locations listed.

*Please find, below, at the end of the schedule of trainings being offered as a comprehensive primer on critical management skills, the link for registering for the program sessions. Also, please add these sessions to your calendars immediately.*

Again, my wishes for a happy, healthy, productive and successful New Year 2020!  
Albert

PS: Please note the time change for the Friday, February 7 afternoon program on **Short-Term Employees, Substitutes and Professional Experts**. **It will now end at 3:30pm, not 2:30pm, as originally listed.**



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## Required Training for Administrators and Supervisors:

1. **Friday, February 7, 2020 – “Accusations of Workplace Bullying: A Growing Concern” BAY10 ERC**

Time: 8:30-11:30am

Location: Chabot College Event Center, Hayward

Audience: Supervisors, Managers and Administrators

**Program Description:** This interactive workshop will define workplace bullying, abusive conduct, and cyberbullying and distinguish them from unlawful harassment. The workshop will also provide:

- Strategies for recognizing bullying when it occurs, including when a supervisor is bullying subordinates (versus merely supervising).
- Strategies for recognizing and addressing the impact of bullying in the workplace.

- Insight into who the “targets” of bullying are, and the role of the bystander in bullying.
- Practical advice for holding bullies accountable for their conduct and responding to bullying.
- Managing bullying in the context of academic freedom and understanding the difference between being bullied and being uncomfortable.

**2. Friday, February 7, 2020 – “Going Outside the Classified Service: Short-Term Employees, Substitutes and Professional Experts” BAY10 ERC**

Time: 11:30am-2:30pm NOW 12:30pm-3:30pm

Location: Chabot College Event Center, Hayward

Audience: Supervisors, Managers and Administrators, Department Chairs

**Program Description:** When, whether and how a college has the right to employ temporary employees instead of regular classified employees continues to perplex and challenge colleges, and the ramifications of making a mistake can be very costly. This workshop is an introduction to the Education Code provisions governing the hiring of temporary workers outside of the classified service in community college districts. It will address relevant provisions and court interpretations with respect to non-academic employment outside of the classified service, including short term employees, substitutes, student workers and professional experts. By the end of this workshop you will be able to answer the following questions:

- What rights do classified employees have that temporary workers do not?
- Why would a district seek to employ a worker outside of the classified service?
- When may a district employ a short term worker who is not part of the classified service?
- When may a district employ a substitute worker who is not part of the classified service?
- When may a district employ a professional expert who is not part of the classified service?
- Under what circumstances may a district enter into a personal services contract?
- How should the Education Code provisions relating to employment of workers that fall outside of the classified service be implemented by districts?

**3. Friday, February 21, 2020 – “Bias is a Four Letter Word, but it doesn’t have to be!” Suzanne Solomon**

Time and Location (Session 1): 9:00am-12noon-West Valley College

Time and Location (Session 2): 1:30pm-4:30pm-Mission College

Audience: All Staff Levels

**Program Description:** We are ethical, unbiased, and *always* objective and fair in reaching conclusions. Or are we? Every day we make countless decisions based on information and assumptions culled from past knowledge and experiences. This can be the basis of unconscious bias. (You’re making decisions right now about this session, aren’t you?) This session will discuss how to recognize and acknowledge your own biases and how to make objective, unbiased decisions. We will discuss how commonplace language and behaviors might communicate hostility to others (microaggressions) as well as strategies for having difficult conversations around bias.

**4. Friday, March 20, 2020 – “The Role of Behavioral Intervention Teams in Addressing Campus Safety and Security” Laura Schulkind**

Time: 1:30pm-4:30pm

Location: Mission College

Audience: Supervisors, Managers, Administrators and Behavioral Intervention Teams at West Valley College and Mission College

**Program Description:** In this half day summit, who will join together to discuss operational strategies and legal implications for building and operating Behavioral Intervention Teams to address campus safety concerns.

This session will be led by Laura Schulkind, and will cover:

- The role of the Behavioral Intervention Team (BIT) in preventing concerning student behavior before it rises to the level of discipline
- Developing the BIT: Key campus and district participants
- Specific issues addressed by BITs: Homelessness, disabilities, veterans, and undocumented students
- Legal issues related to BITs: Disability discrimination and accommodation laws, privacy law, free speech and student discipline
- Strategies for determining when and how a BIT should handle behavioral issues:
  - Determining whether concerning behavior rises to the level of discipline
  - Referring behavioral issues to campus police, Title IX coordinators and other departments
  - Strategies for handling faculty complaints

The afternoon will include a range of opportunities for small group discussions, sharing information, and application through interactive and practical scenarios.

## **5. Friday, April 17, 2020 - Summit: “Creating Inclusive Work Cultures to Attract...and Retain the People You Want” BAY10 ERC**

Time: 8:30am-2:30pm

Location: Cabrillo College

Audience: Faculty and Staff Leaders from across the district (e.g. Department Heads, Senators, Union Leadership), District and College Level Administration at all levels and Human Resources

**Program Description:** The Bay Area CCD Employment Relations Consortium is continuing with the summit-style training series. These trainings recognize and facilitate the interdisciplinary collaboration necessary to implement today’s complex legal obligations. In this full-day summit, we will provide material and concepts for a broad audience including supervisors, managers, and administrators, whether new or veteran. The presenter will provide the applicable legal principles, and then facilitate a discussion amongst the participants to analyze these challenging management issues.

This Summit will be led by Laura Schulkind and will address the following topics:

The most qualified people in their fields are in high demand, including the rising stars emerging in their fields. Often, these rising stars are also from underrepresented groups. How do districts attract and keep these high-powered, energized, engaging people? In part, through well-crafted recruitment strategies, in part by building their reputations as welcoming, respectful, civil, and curious work/educational environments. This full-day Summit will look at how to attract ... and keep the administrators, faculty and staff that you desire from start to finish including:

- The collaborative roles of H.R., college administrators, and college departments in crafting effective recruitments.

- Building and sustaining the workplace culture where your dream candidates will want to come...and stay, including:
  - Creating a workplace culture of respect
  - Understanding and “interrupting” unconscious bias in decision making
  - Fostering civility while adhering to the legal limitations of “civility codes”
  - Preventing and addressing bullying and macroaggressions...while protecting a robust academic environment

**6. Friday, May 8, 2020 – “Name that Section: Frequently Used Education Code and Title 5 Sections for Community College Districts” Laura Schulkind**

Time: 1:00pm-4:00pm

Location: West Valley College

Audience: Supervisors, Managers and Administrators

**Program Description:** The Education Code and Title 5 of the California Code of Regulations present daily challenges to community college district managers, supervisors, and human resources professionals. Over the years, our attorneys have fielded thousands of questions about several of these sections. This workshop will examine many of the more common (and some less common) sections and topics with which districts have struggled.

This workshop covers topics including:

- Permanent Academic Employees and Tenure
- Temporary Academic Employees
- Non-Academic Employees and the Proper Use of Short-Term, Substitute, Limited-Term, and Part-Time Employees
- Administrator Contracts
- Record Use and Retention: Personnel Files and Others
- Leaves for Academic and Classified Employees
- Title 5 and Employee Recruitment
- Title 5 and Responding to Discrimination Complaints

This workshop provides practical, supportive materials and practice tips that community college human resources staff and all managers can use on the job.

**Please click here to register for all programs (Desktop Login Required):**

[https://forms.office.com/Pages/ResponsePage.aspx?id=iuGPAuNTGkqSmD2pznHsk1k271a\\_D6VFkiVC2ZIVBFJUMUg4OU1SVkUwTTNPM0FONFcyQUxEQ0pWMY4u](https://forms.office.com/Pages/ResponsePage.aspx?id=iuGPAuNTGkqSmD2pznHsk1k271a_D6VFkiVC2ZIVBFJUMUg4OU1SVkUwTTNPM0FONFcyQUxEQ0pWMY4u)

The effectiveness of the programs is completely dependent on the level of participation. The training schedule is designed to create a foundation for all administrators and supervisors. They will be offered only once. **The training is required, as previously stated, and should be considered part of your work assignment.** These sessions will also give you the opportunity to meet and get to know your colleagues. Many new management and supervisory employees have joined us since Fall.

Thank you for prioritizing your learning and development.





## TITLE IX FACT SHEET

Title IX requires that “no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance...” As such, Title IX of the Education Amendments of 1972 prohibits discrimination based on the gender of students and employees of educational institutions that receive federal financial assistance. West Valley-Mission Community College District (“WVMCCD” or “the District”) is governed by Title IX.

### TITLE IX COORDINATOR FOR WVMCCD

**The Title IX Coordinator at Mission College is:**

Omar Murillo, Vice President of Student Services  
Mission College Student Services  
3000 Mission College Blvd  
Santa Clara, CA 95054  
Phone: (408) 855-5195  
Email: [omar.murillo@missioncollege.edu](mailto:omar.murillo@missioncollege.edu)

**The Title IX Coordinator at West Valley College is:**

Stephanie Kashima, Vice President of Student Services  
West Valley College Student Services  
14000 Fruitvale Avenue  
Human Resources Department  
Saratoga, CA 95070  
Phone: (408) 741-2438  
Email: [Stephanie.kashima@westvalley.edu](mailto:Stephanie.kashima@westvalley.edu)

**The District Title IX Compliance Officer at WVMCCD is:**

Paul Williams, District-Director, Compliance, Training & Employee Relations  
Human Resources Department  
14000 Fruitvale Avenue  
Saratoga, CA 95070  
Phone: (408) 741-2194 Fax: (408) 867-9059  
Email: [paul.williams@wvm.edu](mailto:paul.williams@wvm.edu)

## **WHO IS COVERED BY TITLE IX?**

All educational institutions that receive federal financial assistance are affirmatively required to adhere to Title IX regulations. Even if only one of the institution's programs or activities receives federal funding, all of the programs within the institution must comply with Title IX regulations.

## **FACTS ABOUT TITLE IX**

Athletic departments are not the only component of college life governed by Title IX. The regulations prohibit sex discrimination in regard to all programs, including:

- ▣ Course offerings, classroom access, grading, and other academics
- ▣ Student counseling and academic support
- ▣ Hiring and retention of employees (staff, faculty, and administration)
- ▣ Job related benefits and leave
- ▣ Pregnancy

In addition to sex discrimination, Title IX also prohibits sexual misconduct (which includes sexual harassment, gender harassment, and sexual violence). Additional information regarding what behaviors may constitute sexual harassment and other forms of sexual misconduct is available in WVMCCD's Title IX Policy located on its website and in its student, faculty, and employee handbooks. Title IX serves to protect the rights of men and women. Title IX requires that males and females receive fair and equal treatment in all educational and employment areas.

Title IX also protects individuals who report sex discrimination and sexual misconduct from retaliation by individuals or by institutions. The reporting of incidents of discrimination is integral to the effective enforcement of Title IX law. Therefore, the protection of complainants, as well as the accused, is important. Retaliation against any individual who reports or makes a complaint about a Title IX violation will not be tolerated at WVMCCD. The District will impose appropriate corrective action against any individual found to have engaged in acts or threats of retaliation.

## **COMPLIANCE WITH TITLE IX – WHO IS RESPONSIBLE?**

Certain employees of the Colleges and District are required to report instances of alleged violations of Title IX. Without exception, if an employee is not sure if a situation warrants reporting, he/she must seek guidance from the Title IX Coordinator. It is essential that institutions receiving federal financial assistance operate in a nondiscriminatory manner. To ensure compliance with the law, adherence to Title IX regulations is everyone's responsibility. The penalty for failure to comply with Title IX, in the extreme circumstances, can include the termination of all or part of an institution's federal funding including grants and student loans. It can also result in the termination of a College or District employee or the dismissal of a student.

## **REPORTING COMPLAINTS UNDER TITLE IX**

Any member of the WVMCCD community, who believes he/she has been the victim of sex discrimination, sexual misconduct, or who has witnessed such conduct, should report such misconduct or file an informal or formal complaint with the College's Title IX Coordinator.

Students who believe they have been or, are victims of sex discrimination or sexual harassment, including sexual assault or sexual violence on or off campus, whether by College employees, contracted services employees, other students or non-community members, are encouraged to request immediate personal support and assistance from any member of the Office of Student Services or the Title IX Coordinator. Student complaints against other students concerning sexual assault, sexual violence or other sexual misconduct may be made on an informal or formal basis with the College's Title IX Coordinator or WVMCCD's Police Department. All complaints filed with or received by the Police Authority will be forwarded to the Title IX Coordinator, who will direct that an appropriate investigation be conducted.

Employees who believe they are being harassed or discriminated against on account of their gender should promptly make a report to the Title IX Coordinator, to his/her supervisor, to the Associate Vice Chancellor of Human Resources and Director, Compliance, Training & Employee Relations; a campus President. All reports made to the employee's supervisor, campus President or the WVMCCD Police Authority must, in turn, be immediately forwarded to the District Associate Vice Chancellor of Human Resources and the Director, Compliance, Training & Employee Relations.

### **IMPORTANT FACTS**

- 1. WVMCCD will utilize its best efforts to protect all College community members from sex discrimination, gender-based harassment, sexual harassment, sexual assault, and sexual violence.**
- 2. WVMCCD will take affirmative and corrective action whenever it becomes aware of possible sex discrimination, sexual assault, sexual violence or other sexual misconduct within the College community, whether or not a complaint has been made.**
- 3. In order to meet its Title IX obligations and to the extent possible, every effort will be made to keep the details of complaints confidential if requested to do so by a victim of sexual misconduct and to follow the District's procedures for conducting an investigation and recommendations. However, the District's ability to strictly observe confidentiality may be compromised where the safety of members of the community is judged to be at risk.**
- 4. The care, welfare, safety and security of all members of the College community is a priority matter.**
- 5. The internal investigation of a complaint will be conducted, and a decision rendered, no matter the timeline or outcome of case adjudication by external authorities. Expanded information concerning sex discrimination, sexual harassment, sexual assault, sexual violence, and WVMCCD's Title IX Policy and Procedures Governing the Reports and Investigation of Title IX Complaints, can be found in WVMCCD's student, faculty and employee handbooks, as well as on the College's website.**

### **WHAT FEDERAL AGENCY ENFORCES TITLE IX?**

The United States Department of Education's Office for Civil Rights (OCR) is in charge of enforcing Title IX. Information regarding OCR can be found at [www.ed.gov/about/offices/list/ocr/index.html](http://www.ed.gov/about/offices/list/ocr/index.html)

## Online Training Resources to be assigned Spring 2020 via Keenan Safe Colleges

1. **Title IX Sexual Misconduct:**

Human Resources

### Title IX and Sexual Misconduct

This course provides information about Title IX and sexual misconduct in colleges. While this course serves as an overview on the topic, it is important to follow federal and state laws and your educational institution's policies and procedures. This course covers the definition of sexual misconduct, Title IX regulations, your obligations under Title IX, and effective policies.

2. **Title IX Gender Equity:**

Human Resources

### Title IX and Gender Equity in Athletics

This course provides an overview of Title IX and how it applies to athletics. This course serves as an overview on the topic. It's important for your employees and programs to follow federal laws as well as your educational institution's policies and procedures. This course will cover the history of Title IX, legal requirements and compliance, equality in treatment and benefits, and common questions and myths.

3. **Workplace Violence: Awareness and Prevention:**

Human Resources

### Awareness and Prevention Workplace Violence : Awareness and Prevention

The goal of this course is to provide employees and supervisors with basic information about awareness and prevention of violence in the workplace. The course will review the levels and causes of workplace violence, the early warning signs of violence, and techniques for defusing hostile situations.



# Advocate Simplicity GME

Grievance Management Edition

# Advocate Preview

- The trusted solution for:
  - Student conduct
  - Title ix
  - Behavioral intervention management

# Advocate helps manage

- Student conduct
- Title IX
- Behavioral intervention

## Keep Benefits

- On-demand reporting
- Improved communication and timely information
- Campus Safety and Security

# GME Administration

- Streamline case management and reporting
- Be proactive
- Harness important data
- Create workflows



## Streamline case management and reporting

Simplify the entire case management process and Clery reporting with the Federal Reporting Engine.



## Be proactive

Detect and address students of concern before an incident occurs.



## Harness important data

Effectively collect and share key data in real-time to guide important decision-making.









## Create workflows

Automatically route cases based on the type of case, the student involved, or any other information.

# GME Administrative Features

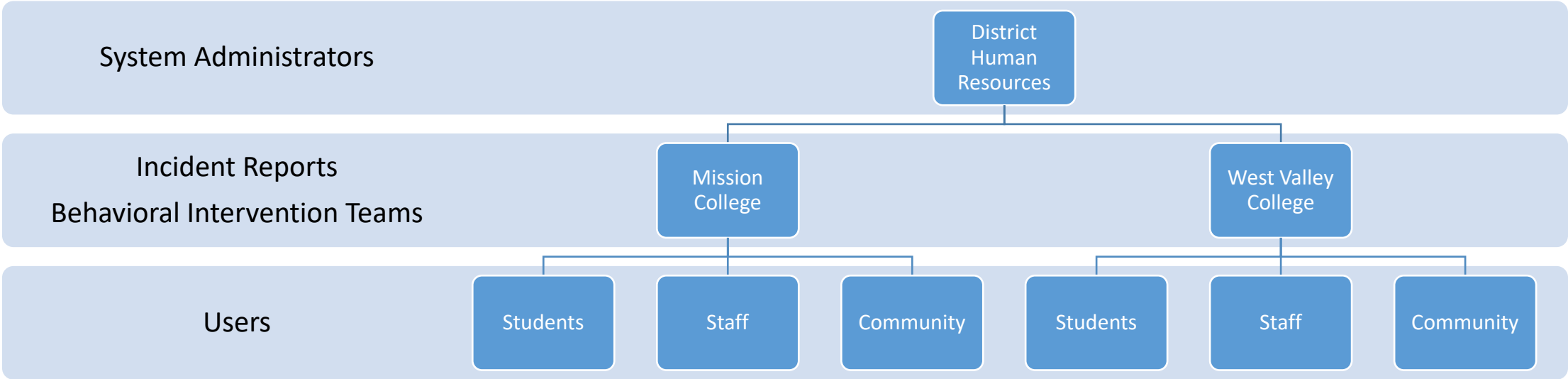
- Case Management
- Care Network
- Federal Reporting Engine
- Engagement Toolset
- Reporting
- Security

## Features

|   |  |   |
|---|--|---|
|  <b>Case Management</b> <p>Conduct the entire case management process, from the initial submission of the case through generating letters, booking meetings, and managing sanctions and appeals.</p> |  <b>CARE Network</b> <p>Proactively identify, and more effectively address, students of concern feasibly before an incident occurs.</p>           |  <b>Federal Reporting Engine</b> <p>Create Clery reports and other Federal reports seamlessly with the Federal Reporting Engine, which automatically generates statistics to ensure accuracy and compliance.</p> |
|  <b>Engagement Toolset</b> <p>Automatically generate letters, quickly send HTML emails or send personalized follow-ups to incomplete or overdue sanctions.</p>                                     |  <b>Reporting</b> <p>Run reports to gather key student data and share reports with partners like residential life or campus safety offices.</p> |  <b>Security and Compliance</b> <p>We offer several features to assist institutions in meeting full HIPAA and FERPA compliance.</p>  |



# Advocate Simplicity GME



# Online Reporting

West Valley - Mission  
Community College District

ABOUT EXEC FACULTY / STAFF COMMITTEES CONTACTS

## Human Resources

Home > Faculty / Staff > Human Resources

- HR Home
- Employment/ Careers
- Benefits
- Classification/ Compensation
- Diversity & EEO
- Employees
- Leaves & Worker's Compensation
- New Hires

Welcome | HR Team | Policies and Procedures | PG&D

### Welcome

**Welcome to the Human Resources Department of West Valley-Mission Community College District!**

The Human Resources Department serves and supports the faculty and staff of West Valley College in Saratoga, CA and Mission College in Santa Clara, CA.

The mission of the Human Resources Department is to empower the human capital of the District to focus on and create a student-centered learning environment.

**Human Resources Organizational Chart**

To better assist you, our constituents, in identifying the appropriate contact in Human Resources, we are posting our organizational chart. The chart lists names, titles, extensions and brief descriptions of the functional area each individual covers. Please feel free to reach out to the appropriate contact for your specific need. Should you not know who to contact, please contact the Executive Assistant at [408-741-2131](tel:408-741-2131).

[Human Resources Organizational Chart.pdf](#)

[NOTICE OF INTENTION TO AMEND THE CONFLICT OF INTEREST CODE OF THE WVMCCD.pdf](#)

**Report**

missioncollege.edu westvalley.edu Bids Contacts Employee Services Emergency Alerts Use Policy Editors

# Advocate Homepage

The screenshot shows the Advocate homepage dashboard. At the top, there is a navigation bar with the logo 'ADVOCATE GME', a search bar, and the user name 'Paul Williams'. A dark teal sidebar on the left contains a list of navigation items: Home, Calendar, Announcements, Employees, Students, Incident Reports, CARE Network, Title IX Manager, Federal Reporting, Case Referrals, Reporting, Analytics, Locations, Surveys, Training Manager, System Settings, Tools, My Account, Users Online (Supervisors 1), and Support (Symlicity Help Center, Neighborhood Login). The main content area is titled 'Home' and features three primary sections: 'MY CASES', 'ANNOUNCEMENTS', and 'OVERVIEW'. The 'MY CASES' section shows zero cases in 'New', 'In-progress', or 'Overdue' categories. The 'ANNOUNCEMENTS' section is empty. The 'OVERVIEW' section displays a table of counts for Incident, CARE, and Title IX cases across Public, Pending, and In-Progress statuses. A 'QUICK ACTIONS' panel on the right offers buttons for creating reports and viewing track lists. A search bar and a 'RECENT ITEMS' section (showing a student record) are also present.

**NAVIGATION BAR**

- ADVOCATE GME
- Search: Type something to search
- Paul Williams

**NAVIGATION SIDEBAR**

- Home
- Calendar
- Announcements
- Employees
- Students
- Incident Reports
- CARE Network
- Title IX Manager
- Federal Reporting
- Case Referrals
- Reporting
- Analytics
- Locations
- Surveys
- Training Manager
- System Settings
- Tools
- My Account
- USERS ONLINE
  - Supervisors (1)
- SUPPORT
  - Symlicity Help Center
  - Neighborhood Login

**HOME DASHBOARD**

### MY CASES

New 0 In-progress 0 Overdue 0

No cases need attention at this time. Enjoy the day.

### ANNOUNCEMENTS

There are no announcements at this time.

### OVERVIEW

| Category | Public | Pending | In-Progress |
|----------|--------|---------|-------------|
| Incident | 0      | 0       | 0           |
| CARE     | 0      | 0       | 0           |
| Title IX | N/A    | 0       | 0           |

**QUICK ACTIONS**

- Create Incident Report
- Create CARE Report
- Create Title IX Report
- Create Clery Report
- Edit Draft Reports
- View Employee Track List
- View Student Track List

**SEARCH**

Site Search

**RECENT ITEMS**

- Student: Mohammed Aal-Abdulrasul () (G01827239)


<https://wvm-gme-advocate.symlicity.com/>


QUICK ACTIONS


 Create Incident Report

 Create CARE Report

 Create Title IX Report

 Create Clery Report

 Employee Track List

 View Student Track List

All ▾

Site Search



# Advocate March 1<sup>st</sup> Spring 2020 Launch

- Training Formats
  - Classroom
  - Webinar/Zoom
  - Self-pace online module
- Advocate GME Training Plan
  - System Administrators
  - Behavioral Intervention Teams
  - Faculty and Staff
  - Students and Community Members



**Ryan Ng**

---

**From:** Debra Griffith  
**Sent:** Friday, September 20, 2019 6:49 AM  
**To:** all\_WVC\_users  
**Subject:** Student Equity & Success Faculty & Staff Professional Development Series - Topic: Unconscious Bias TODAY 11:00am - 12:30pm

Dear Campus, I hope you can join us today as we kick off our Faculty and Staff Professional Development Series.



West Valley College

# Office of Student Equity & Success Faculty & Staff Professional Development Fall 2019 Calendar



**Sept. 20, 2019**  
**11:00 a.m. – 12:30 p.m.**  
Campus Center - Club Room

**Trainer | Dr. Luke Wood**  
*Faculty | Author | Trainer*  
**Topic:** *Unconscious Bias*

Biography.

J. Luke Wood, Ph.D. is the Associate Vice President for Faculty Diversity and Inclusion and Distinguished Professor of Education at San Diego State University. Formerly, Wood served as

the Director of the Joint Ph.D. program in Education between San Diego State University and Claremont Graduate University and Director of the Ed.D. Program in Community College Leadership. Wood also serves as the Co-Director of the Community College Equity Assessment Lab (CCEAL), a national research and practice center that partners with community colleges to support their capacity in advancing outcomes for underserved students of color. CCEAL houses the National Consortium on College Men of Color (NCCMC) which hosts trainings, information sharing sessions, and provides resources to colleges with initiatives and programs.

Debra Y. Griffith Ed.D.  
Dean, Student Equity and Success  
West Valley College  
14000 Fruitvale Ave,  
Saratoga CA, 95070

**Ryan Ng**

---

**From:** Inez Barragan  
**Sent:** Wednesday, October 9, 2019 12:08 PM  
**To:** All\_Mission\_users  
**Subject:** REMINDER: Join us for tomorrow's Misión Colectiva event

**CELEBRATING HISPANIC  
CULTURAL HERITAGE  
SEPT. 16 - OCT. 10**



**La Misión  
Colectiva Presents  
HARVARD UNIVERSITY  
GRADUATE  
DR. CESAR  
CRUZ**

**THURSDAY, OCTOBER 10  
4:00 – 6:00 P.M. • GC 10**

**Wednesday, October 2<sup>nd</sup>**

**1:30-2:30**

**Club Room**

**LGBTQ+ Ice Cream Social**

**and**

**National Coming Out Day (10/11/19) planning!**

**Come have a voice on campus about LGBTQ+ identity -- and eat some ice cream!**



Sponsored by the Office of Student Equity and Success



# UNDOCUMENTED STUDENT ACTION WEEK

October 14 – 17, 2019

**Monday  
Oct. 14**



**Demystifying Dream Resource  
Centers: Building Campuswide Support**

11:00 a.m. – 12:00 p.m. | **Baltic Room** | Staff/Faculty Webinar Party  
*Free Food & Giveaways*

**Live Performance by Grupo Folklorico  
Los Laureles & Accompanied by Live Mariachi**

1:00 p.m. – 2:00 p.m. | **Campus Center**

**Paying For College: Financial Aid & Scholarships**

2:00 p.m. – 3:30 p.m. | **Baltic Room** | Student Webinar Party  
Activity: Painting butterfly on a canvas "Immigration is beautiful"  
*Free Food & Giveaways*



**Tuesday  
Oct. 15**

**Live Performance by David Lechuga Trio**

1:00 p.m. – 2:00 p.m. | **Campus Center**

**Accessing Legal Support: "Know Your Rights"**

2:00 p.m. – 3:30 p.m. | **Club Room** | Student Webinar Party  
Activity: My family tree  
*Free Food & Giveaways*

**Wednesday  
Oct. 16**

**Pursuing Sustainable Funding  
for Undocu Student Programming**

11:00 a.m. – noon | **Global Room** | Staff/Faculty Webinar Party  
*Free Food & Giveaways*

**The Undocuhustle: "Building Something Out of Nothing"**

2:00 p.m. – 3:30 p.m. | **Global Room** | Student Webinar Party  
Activity: Paper lanterns  
*Free Food & Giveaways*



**Thursday  
Oct. 17**

**Demystifying Fear: "Building Resilience"**

2:00 p.m. – 3:30 p.m. | **Baltic Room** | Student Webinar Party  
Activity: Map your ancestors  
*Free Food & Giveaways*



**#CCCForUndocu & #UndocumentedStudentActionWeek**





# UNDOCUMENTED STUDENT ACTION WEEK

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*Free Food & Giveaways*



#CCCForUndocu & #UndocumentedStudentActionWeek





**CCC Undocumented Student Action Week  
Webinars Hosted by Immigrants Rising  
October 14-18, 2019**

|   |  | <b>Monday<br/>10.14</b>  | <b>Tuesday<br/>10.15</b>   | <b>Wednesday<br/>10.16</b>  | <b>Thursday<br/>10.17</b>   | <b>Friday<br/>10.18</b>  |
|---|--|--|--|---|---|--|
| <b>Webinars for Supporting Undocumented Students</b><br><br><b>REGISTER by clicking on the topic!</b> | <b>Themes</b>  | <b>Educational Access</b>  | <b>Accessing Legal Rights</b>  | <b>Entrepreneurship</b>   | <b>Mental and Emotional Wellness</b>                              | <b>Art as Activism</b>   |
|   | <b>Educator-Focused Webinar<br/>11:00-12:00 noon</b>                     | <b><u>Demystifying Dream Resource Centers: Building Campuswide Support</u></b> | <b><u>Protecting Student Data: Legal Responsibilities &amp; Connecting Students To Resources</u></b> | <b><u>Pursuing Sustainable Funding for Undocumented Student Programming</u></b>     | <b><u>Creating Safe Spaces on Campus: UndocuTalks Toolkit</u></b> | <b><u>Increasing Support for Undocumented Students at the CCCs Training Module</u></b> |
|   | <b>Sudent-Focused Webinar<br/>2:00 -3:00 PM</b>                          | <b><u>Paying for College: Financial Aid &amp; Scholarships</u></b>             | <b><u>Accessing Reputable Legal Support</u></b>  | <b><u>The UndocuHustle: Generating Income, Regardless of Immigration Status</u></b> | <b><u>Thriving with Fear &amp; Building Resilience</u></b>        | <b><u>Healing Through Art: The Emotional Expression of Art in Social Justice</u></b>   |
|   | <b>We hope you coordinate a viewing party or watch them on your own!</b> |  |  |   |   |  |

# BLACK & BROWN SUMMIT

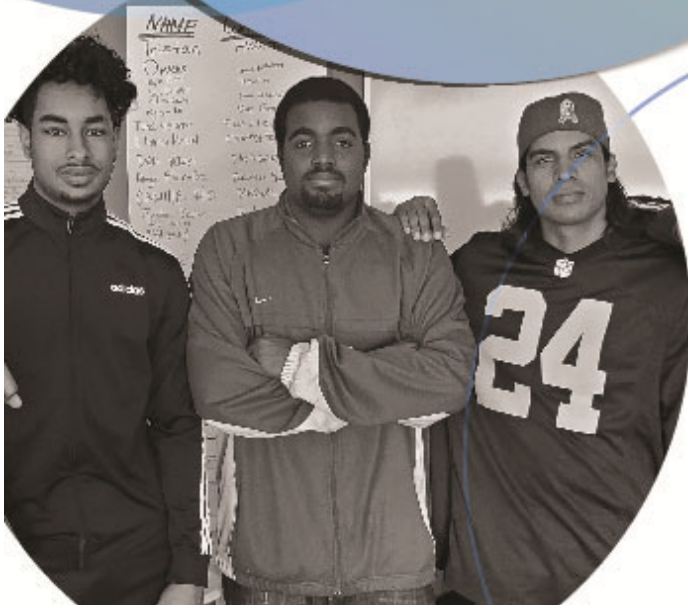
EMPOWERING  
STUDENTS OF COLOR

## SAVE THE DATE!

Friday, March 20  
9:00 a.m.-2:00 p.m.



**MISSION  
COLLEGE**  
SANTA CLARA



This event will empower and motivate students of color and other disproportionately impacted populations to excel in academics through community engagement, cultural empowerment and self-love.

**FREE event, breakfast  
and lunch included**

**From:** Yolanda Coleman

**Sent:** Thursday, December 5, 2019 3:06 PM

**To:** Yolanda Coleman <yolanda.coleman@missioncollege.edu>

**Cc:** Bradley Davis <bradley.davis@westvalley.edu>

**Subject:** Mission College Black & Brown Summit 2020

Esteemed Mission & West Valley Colleagues:

Inspired by the powerful 10-year legacy at [Highline College](#) in Seattle, Washington, Mission College will be hosting its first annual **Black & Brown Summit**. The goal of this exciting event is to empower and motivate Mission and West Valley College students of color and other disproportionately impacted populations to excel in academics through community engagement, cultural empowerment and self-love. Student participants will not only receive information that will help them on their educational pathway, they will also have the opportunity to explore and talk about relevant issues facing young students today.

This inaugural event is a cross-divisional effort to support and uplift our African-American, Latinx, Native American, Filipino/a, and 1st Generation students. We invite YOU to take part by showcasing your areas of expertise, knowledge and strategies to assist our students as they navigate college, inspiring them to look within themselves and to each other as an empowered student collective.

Join us in this movement by submitting you're your [REQUEST FOR PROPOSAL](#) by 5PM, **FRIDAY, DECEMBER 20th**. For more information, feel free to reach out to any of the B&B Planning Committee members.

In solidarity,

**The Black & Brown Summit Planning Committee**

*Co-Lead: Qiana Houston, Instructional Faculty, Sociology*

*Co-Lead: Manuel Salazar, Director of TRiO*

*Dr. Ajani Byrd, Acting Dean of Language Arts*

*Inez Barragan, Director of HSI-STEM*

*Yolanda Coleman, Counseling Faculty*

*Brian Goo, Director of AANAPISI*

*Dr. David Piper, Associate Faculty, Counseling, Humanities & Psychology*



*Mission College Presents:*

# *Women in Leadership: Changing the World*

**Friday, March 6**

*Presentations in the Gillmor Center*

**9:00-11:45 a.m.**

*Award Luncheon in Hospitality  
Management*

**12:15-2:15 p.m.**

## ***Award Recipients:***

**Anita Darden Gardyne:**

President and CEO of Oneva, Inc.

**Martha Russell:**

Director of mediaX at Stanford University

**Nadereh Varamini MD:**

Stanford Pediatrician

**Please RSVP by Wednesday, February 26  
at [history.missioncollege.edu](http://history.missioncollege.edu)**

Please indicate if you wish to also attend the luncheon  
Parking will be available in Lot C

Sponsored by the Mission College History Department, the Honors Transfer Project, the Office of Student Equity & Success ANNAPISI and WoW



@missioncollegesantaclara



@go2MissionSC



@go2missionSC



**MISSION  
COLLEGE**  
SANTA CLARA

# SPRING 2020 "ALL IN" EQUITY WORKSHOP SERIES

**07  
APR**

## THE INDISPENSABLE ROLE OF CLASSIFIED PROFESSIONALS IN ACHIEVING EQUITY

1:00 – 4:00 p.m. | TAV 130 | Target Audience – Classified Professionals  
Facilitator: Anthony (Tony) Abulencia Santa Ana, MA, ABD  
This workshop will provide tangible equity strategies and tools that classified professionals can apply towards their various roles on campus.

**10  
APR**

## LEADING FOR EQUITY

9:00 a.m. – 12:00 p.m. | HM 104 | Target Audience – Administrator  
Facilitator: Dr. Arnita Porter  
Through an interactive case-study approach, this workshop will build upon the November 2019 equity managers training and will focus on two areas: Coaching for Equity as well as Giving and Receiving Feedback during supervision.

**14  
APR**

## INTRODUCTION TO TEACHING FOR EQUITY

2:00 p.m. – 6:00 p.m. | SEC 207 | Target Audience – Faculty  
Facilitator: Anthony (Tony) Abulencia Santa Ana, MA, ABD  
This workshop is designed for faculty to embed high-impact practices and instructional strategies to create inclusive classroom cultures for students. This is a survey session; thus, you will have an opportunity to "try-on" a variety of strategies.

**24  
APR**

## ENGAGING IN COURAGEOUS CONVERSATIONS:

9:00 a.m. – 12:00 p.m. | HM 104 | Target Audience – All Constituents  
Facilitator: Justin Campbell, MA  
This workshop will provide strategies and tools on how to begin having "transformative dialogues" between colleagues and departments/divisions on difficult topics such as race and class issues; conflicting ideologies on teaching and learning; and more. Tools could be used in one-on-one and group settings.

RSVP AT: [EQUITY.MISSIONCOLLEGE.EDU](mailto:equity.missioncollege.edu)

QUESTIONS: [Kenneth.Songco@missioncollege.edu](mailto:Kenneth.Songco@missioncollege.edu)



# SPRING 2020 "ALL IN" EQUITY WORKSHOP SERIES



## JUSTIN CAMPBELL: CONSULTANT & TRAINER

Justin Scott Campbell is an organizational consultant and trainer based in Los Angeles, CA. His work seeks to bring healing practices to organizations so that the people who work there can daily experience Love, Safety, Kindness, and Belonging, unfettered by bias and prejudice. His workshops and trainings in both the private and public sectors have helped numerous organizations recognize how rich and dynamic their multiracial, inclusive spaces already are. Justin has led these workshops in cities across the country on topics such as the roots of systemic oppression, cultural humility, calling in vs. calling out, and how to have courageous conversations in the workplace. He is also a certified trauma professional who integrates a trauma-informed perspective into each workshop and training.

## ARNITA PORTER: CONSULTANT & TRAINING ASSOCIATE

Social justice is at the center of Arnita Porter's practice as an educator, artist/cultural worker, and attorney with a background in public policy, who works for equity at the intersection of race, culture, and gender. As a certified Culturally Responsive Teaching and Learning (CRTL) Facilitator, Arnita develops online course content and facilitates Equity and Inclusion trainings with a focus on culturally responsive practices for instructional faculty, counselors, classified professionals, administrators, and students. Arnita co-created Equity and Culturally Responsive Teaching in the Online Learning Environment, an @ONE online course for educators in the CCC system, and she is developing similar courses for counselors, front-line staff, and tutors.



## ANTHONY (TONY) ABULENCIA SANTA ANA CONSULTANT AND TRAINER

Anthony Abulencia Santa Ana is a doctoral candidate at the University of San Francisco in the International/Multicultural Education Department with a focus on Human Rights. He is also the program coordinator for De Anza College's Office of Equity, Social Justice and Multicultural Education and Student Equity Initiative. With over two decades as a community organizer and activist, he believes in the power of the collective and radically imagining a new world. Tony brings his consulting experience in non-profit evaluation/assessment, youth leadership development, and juvenile justice reform throughout the San Francisco Bay Area. As a published author and poet, he has presented and performed nationally & internationally spreading his message of the power of community through arts and activism.



**RSVP AT: [EQUITY.MISSIONCOLLEGE.EDU](http://EQUITY.MISSIONCOLLEGE.EDU)**  
QUESTIONS: [Kenneth.Songco@missioncollege.edu](mailto:Kenneth.Songco@missioncollege.edu)

**Equity Strong: Navigating the Pandemic with Equity Sensibilities**  
**Mission College Spring 2020 Online Equity Workshop & Coaching Series**

|   | <b>Workshop I</b>   | <b>Workshop II</b>  | <b>Coaching Sessions</b>  |
|---|---|---|---|
| <p><b>Community and Compassionate Communication Track - All Constituents</b></p>  <p><b>Workshop and Coaching Facilitator:</b><br/>Justin Campbell, M.A.</p> | <p><i>Building Communities of Belonging At Work in the Midst of Isolation</i></p> <p>Tuesday, April 21<br/>1:00 pm – 3:00 pm<br/>Location: ConferZoom<br/><a href="#">RSVP HERE</a></p> | <p><i>Extending the Invitation: Developing Strategies for Compassionate Communication</i></p> <p>Monday, May 4<br/>1:00 pm – 2:00 pm<br/>Location: ConferZoom<br/><a href="#">RSVP HERE</a></p> | <p><i>Community and Compassionate Communication Drop-In Coaching Session</i></p> <p>Monday, May 11<br/>1:00 pm – 1:45 pm<br/>Location: ConferZoom<br/><a href="#">RSVP HERE</a></p> |
| <p><b>Classified Professional Equity Track</b></p>  <p><b>Workshop and Coaching Facilitator:</b><br/>Tony Santa Ana, M.A., ABD</p>                           | <p><i>The Indispensable Role of Classified Professionals in Achieving Equity</i></p> <p>Tuesday, April 7<br/>1:00 pm – 3:00 pm</p> <p>RECORDING WILL BE AVAILABLE SOON!</p>             | <p><i>Navigating the Pandemic with an Equity Mindset – Classified Professionals Focus</i></p> <p>Friday, May 1<br/>1:00 pm – 2:00 pm<br/>Location: ConferZoom<br/><a href="#">RSVP HERE</a></p> | <p><i>Classified Professional Drop-In Coaching Session</i></p> <p>Friday, May 8<br/>10:00 am – 10:45 am<br/>Location: ConferZoom<br/><a href="#">RSVP HERE</a></p>                  |
| <p><b>Faculty Equity Track</b></p>  <p><b>Workshop and Coaching Facilitator:</b><br/>Tony Santa Ana, M.A., ABD</p>  | <p><i>Introduction to Teaching for Equity</i></p> <p>Tuesday, April 14<br/>2:00 pm – 4:00 pm</p> <p>RECORDING WILL BE AVAILABLE SOON!</p>   | <p><i>Navigating the Pandemic with an Equity Mindset – Faculty Focus</i></p> <p>Wednesday, May 6<br/>2:00 pm – 3:00 pm<br/>Location: ConferZoom<br/><a href="#">RSVP HERE</a></p>               | <p><i>Faculty Drop-In Coaching Session</i></p> <p>Wednesday, May 13<br/>3:30 pm – 4:15 pm<br/>Location: ConferZoom<br/><a href="#">RSVP HERE</a></p>                                |
| <p><b>Manager Equity Track</b></p>  <p><b>Workshop and Coaching Facilitator:</b><br/>Dr. Arnita Porter</p>   | <p><i>Leading for Equity</i></p> <p>Friday, April 10<br/>9:00 am – 11:00 am</p> <p>RECORDING WILL BE AVAILABLE SOON!</p>  | <p><i>Leading During Times of Crisis with Equity Sensibilities</i></p> <p>Wednesday, May 6<br/>11:00 am – 12:00 pm<br/>Location: ConferZoom<br/><a href="#">RSVP HERE</a></p>                   | <p><i>Manager Drop-In Coaching Session</i></p> <p>Wednesday, May 13<br/>11:00 am – 11:45 am<br/>Location: ConferZoom<br/><a href="#">RSVP HERE</a></p>                              |



# Equity Strong: Navigating the Pandemic with Equity Sensibilities

**[RSVP AT: EQUITY.MISSIONCOLLEGE.EDU](https://equity.missioncollege.edu)**

Spring 2020 Online Equity Workshop & Coaching Series

Sponsored by the Mission College Office of Student Equity & Success and Allied Path Consulting, LLC

## Community and Compassionate Communication Track Workshop Facilitator: Justin Campbell, M.A.

*Workshop I: Building Communities of Belonging At Work in the Midst of Isolation*  
Tuesday, April 21<sup>st</sup>, 1 pm – 3 pm

This workshop will explore ways we can create communities of belonging grounded in meaningful connections, in both virtual and physical spaces.

*Workshop II: Extending the Invitation  
Developing Strategies for Compassionate Communication*  
Monday, May 4<sup>th</sup>, 1:00 pm – 2:00 pm

This workshop will explore the role of compassionate communication in the process of building communities of belonging. This workshop will build on the first workshop from this pairing.

## Classified Professional Equity Track Workshop Facilitator: Tony Santa Ana, M.A., ABD

*Workshop I: The Indispensable Role of Classified Professionals in Achieving Equity*  
Tuesday, April 7<sup>th</sup>, 1:00 pm – 3:00 pm

This workshop will provide tangible equity strategies and tools that classified professionals can apply towards their various roles on campus.

*Workshop II: Navigating the Pandemic with an Equity Mindset – Classified Professionals Focus*  
Friday, May 1<sup>st</sup>, 1:00 pm – 2:00 pm

This workshop is the second workshop in our workshop series for classified professionals. We will review and assess the tangible equity strategies and tools that you "tried on". Lastly, we will focus on creating welcoming online spaces for our students.

## Faculty Equity Track Workshop Facilitator: Tony Santa Ana, M.A., ABD

*Workshop I: Introduction to Teaching for Equity*  
Tuesday, April 14<sup>th</sup>, 2:00 pm – 4:00 pm

This workshop will provide tangible equity strategies and tools that faculty can apply towards creating their online learning environments.

*Workshop II: Navigating the Pandemic with an Equity Mindset – Faculty Focus*  
Wednesday, May 6<sup>th</sup>, 2:00 pm – 3:00 pm

This workshop is the second workshop in our workshop series for faculty. We will review and assess the tangible equity strategies and tools that you "tried on". Lastly, we will focus on creating welcoming online spaces for our students.

## Manager Equity Track Workshop Facilitator: Dr. Arnita Porter

*Workshop I: Leading for Equity*  
Friday, April 10<sup>th</sup>, 9:00 am – 11:00 am

We are seeing the need for equity in every sector of society and are being called to apply those principles in our daily lives while navigating new learning modalities, responsibilities, and ways of being in the workplace. This session will offer strategies to support your efforts toward institutionalizing equity in systems, structures, and processes. The importance of creating a culture of caring and belonging to meet the new demands of the virtual workplace will also be explored.

*Workshop II: Leading During Times of Crisis with Equity Sensibilities*  
Wednesday, May 6<sup>th</sup>, 11:00 am – 12:00 pm

Challenges provide opportunities to expand our knowledge and expertise and recent disruptions have required a shift in systems, structures, and operational practices. In this second workshop for managers, we will continue to examine support mechanisms and managerial practices through an equity-based lens to ensure the needs of all students are being met with compassion and empathy.

## Drop-In Coaching Sessions

Coaching sessions are designed for individuals to drop-in via ConferZoom and get one-on-one feedback from Allied Path Workshop Facilitators and the Office of Student Equity & Success on strategies and practices you have learned from previous workshop sessions and have "tried on" inside and outside the classroom. To participate in a coaching session, [please RSVP here](#).

**Ryan Ng**

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**From:** Andrea Washington  
**Sent:** Wednesday, February 19, 2020 10:49 AM  
**To:** all\_WVC\_users  
**Subject:** Deja Foxx speaking today in Baltic Room at 11:30am! Homeless to Higher Education  
**Importance:** High

The flyer features a dark blue background with a white grid pattern. It includes the West Valley College logo and the text 'Office of Student Equity and Success' in the top right. The central text reads: 'Deja Foxx, Activist | Speaker, Homeless to Higher Education, Wednesday, Feb. 19, 2020, 11:30 a.m. – 12:30 p.m., Baltic Room'. A circular portrait of Deja Foxx is positioned below the text. At the bottom, it says 'Office Of Student Equity & Student Success Presents SPRING 2020 SPEAKER SERIES'. The design is decorated with orange geometric shapes like plus signs and circles.



**Andrea Washington**  
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☎ 408.741.2564



## Ryan Ng

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**From:** Andrea Washington  
**Sent:** Thursday, April 23, 2020 9:28 AM  
**Subject:** Nyle DiMarco - Virtual Speaker Event next Tuesday @11:20am - 12:0pm

Audiences are moved as Nyle discusses and demonstrates the value of non-verbal communication and embracing one's true identity. As he shares firsthand experiences from his life and career, he piques curiosity among listeners as they gain a deeper understanding of the deaf community. In his powerfully emotive presentations, Nyle reveals his triumphs, challenges, fears and dreams, and encourages others to live their own lives authentically and define their own versions of success. Listeners walk away enlightened and empowered to discount societal pressures, embrace diversity and appreciate and harness personal strengths.

**Share this event with your students!**

**Click the flyer below to Register for the event!**



Office of Student  
Equity and Success  
West Valley College

# Nyle DiMarco

Deaf Activist | Speaker  
Living Out Loud

Tuesday, Apr. 28, 2020  
11:20 a.m. – 12:20 p.m.  
Zoom Meeting

[Register Now](#)





## Ryan Ng

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**From:** Andrea Washington  
**Sent:** Tuesday, October 8, 2019 10:56 AM  
**Subject:** Christopher Gray Keynote and Workshop today starting at 12pm!

Hi Everyone,

Christopher Gray, the Founder and CEO of Scholly is at West Valley TODAY to speak about Scholly – an app for finding scholarships! His Keynote will be held in the Baltic Room in the Campus Center from 12:00pm - 12:45pm with a 15 minute Q&A to follow.

From 1:30pm – 2:30pm he will be hosting a workshop in the new Center of Identity, Exploration and Inclusion located in the Campus Center. Walk-in availability for this workshop is limited but there are still seats available!

## West Valley College

Office Of Student Equity & Student Success Presents



# Christopher Gray

Founder and chief executive officer of Scholly

Tuesday, Oct. 8, 2019

noon – 12:45 p.m.

Campus Center



Raised by a single mother of three and often homeless, Christopher is no stranger to struggle. At an early age, he understood that education was the only way to conquer his circumstances. Determined to attend and graduate college, Christopher needed money to achieve his dream. This talk will focus on Christopher's self-motivation, how he rose above unfortunate circumstances to find more than \$1.3 million in college scholarships, what he learned from the experience, and how he filled a need in the marketplace by creating the web and mobile app, Scholly.

 Office of Student  
Equity and Success  
West Valley College



### Andrea Washington

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## Ryan Ng

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**From:** Andrea Washington  
**Sent:** Thursday, October 10, 2019 5:24 PM  
**To:** all\_WVC\_users  
**Subject:** Indya Moore - Oct 15th in the Baltic Room.

Hi there,

Please inform your students as we have Indya Moore coming to campus next Tuesday! We also hope to see you all there as well! Feel free to send your students this information below:

Indya Moore is an actor, model, social activist, writer, and director. Born and raised in the Bronx, Moore has appeared in such publications as Vogue, Teen Vogue, Elle US, GQ, L'Officiel, as well as collaborations with such designers as Louis Vuitton and Calvin Klein. Moore currently stars in the groundbreaking, Golden Globe nominated FX series "Pose" and was included in Time magazine's 2019 100 Most Influential People List.

Indya will be speaking at West Valley College on Tuesday, October 15 from 12:00pm – 12:45pm located in the Baltic Room inside Campus Center.

From 1:00pm – 1:30pm there will be a small Meet & Greet with 30 students in the new Center of Identity, Exploration and Inclusion. Students will be selected by random draw based on the sign ups. If interested, Please sign up for the Meet & Greet using the link below.

[Register to meet Indya Moore today!](#)

## West Valley College

Office Of Student Equity & Student Success Presents



# Indya Moore

Activist | Author | Lecture | Actress

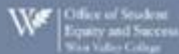
Tuesday, Oct. 15, 2019

noon – 12:45 p.m.

Campus Center

Indya Moore is an actor, writer, director, model, social activist and founder of Beetlefruit Media, Inc., a production company focused on storytelling in various mediums.

Indya is the lead actor and executive producer of the anthology TV series Magic Hour. Indya currently plays a leading role as "Angel" in Ryan Murphy's FX TV series POSE.



### Andrea Washington

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## Ryan Ng

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**From:** Andrea Washington  
**Sent:** Monday, December 2, 2019 1:09 PM  
**Subject:** Tommy Orange on campus tomorrow in the Baltic Room at noon!

Hi Everyone,

The On-stage interview with Tommy starts at noon and we will be giving out copies of Tommy's book *There There* until we run out! First come, first serve!

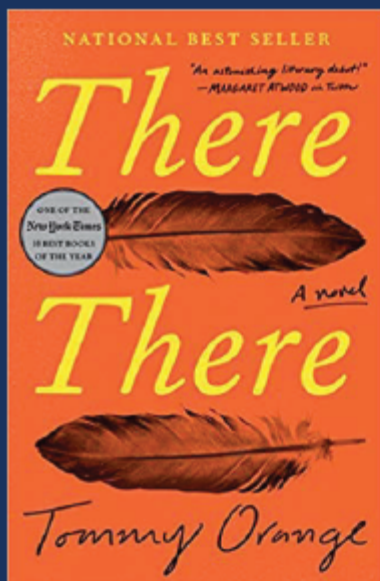
# West Valley College

Office Of Student Equity & Student Success Presents



# Tommy Orange

Author | Lecture



**Tuesday, Dec. 3, 2019**

**Baltic Room - Campus Center**

**12:00pm - 12:45pm - On-stage Interview**

**First 50 people to arrive for the interview get a free book!**

**1:00pm - 1:30pm - Book Signing**

Author of *There There*, a multi-generational, relentlessly paced story about a side of America few of us have ever seen: the lives of urban Native Americans. Winner of the 2019 PEN/Hemingway Award and one of The New York Times' top books of 2018, *There There* shows us violence and recovery, hope and loss, identity and power, dislocation and communion, and the beauty and despair woven into the history of a nation and its people.

 Office of Student  
Equity and Success  
West Valley College



## Ryan Ng

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**From:** Rebecca Cisneros-Diaz  
**Sent:** Saturday, September 14, 2019 8:21 AM  
**To:** all\_WVC\_users  
**Subject:** GUEST SPEAKER on TUESDAY

You are cordially invited to come see dynamic POET, ACTIVIST speaker YOSIMAR REYES on Tuesday, Sept. 17 from 12:00-2:00 on THE BALTIC ROOM.

Bring your class, bring yourself, bring a friend! Tell your students about it.

Brought to you by Latinx and LGBTQ Faculty Fellows, sponsored by The Office of Equity and Student Success.



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I am powerful – and I've always known that.

When I was 10, my Abuela told me I was undocumented. She did this not to scare me, but to convey that I would have to work twice as hard to make something of myself in this country. At an early age, I was forced to make peace with the fact that my life as an

undocumented queer was going to be one filled with challenges. The biggest one being not allowing the limitations set for me by the government stop me from living a life filled with joy.

Coming out of the Shadows™ was not a phenomenon for me. I grew up in Eastside San Jose in a community with strong, established mechanisms for survival. We created our own rules to keep afloat and an underground railroad of resources. You'd know which coyote was reliable to cross your loved ones over and what jobs hired undocumented people..." (*Art in a Changing America*).

<https://artsinachangingamerica.org/never-needed-documents-thrive-yosimar-reyes/>

Regards,

*Rebecca Cisneros-Díaz*

(408)741-4014