

Paradise Valley Community College

Diversity and Inclusion and the Employment Process
Training Outline

All MAT, PSA and M and O search committees participate in an orientation session that includes a module on diversity and inclusion in the hiring process. Below is the outline used in this session.

What you need to know legally about the hiring process.

Affirmative Action Basics - <http://www.maricopa.edu/legal/eo/faq.php>

More questions about Affirmative Action -
<http://www.maricopa.edu/legal/dp/inbrief/answerstoquest.htm>

MCCD's Equal Employment Opportunity Mission
<http://www.maricopa.edu/legal/eo/mission.php>

Equal Employment Opportunity (EEO)
<http://www.maricopa.edu/legal/dp/inbrief/embracing.htm>

PVCC's Diversity and Inclusion Goals

PVCC has developed (currently in updating draft stage) a college framework and potential goals related to Diversity and Inclusion. All of our goals tie back to how diversity and inclusion positively impacts teaching and learning. Several goals speak directly to this issue and the importance of a diverse staff's contribution to increased student success and learning.

Ensure that diversity and inclusion are integrated into the learning process and that PVCC realizes the educational benefits when students learn and interact in a diverse environment. According to Harper (2008) it has been shown that student interaction with diverse peers has a strong effect on cognitive outcomes including critical thinking and reasoning, perspective taking, and openness to cognitive dissimilarity and challenge.

Ensure that PVCC employees are representative of Maricopa County and are able to effectively interact with a diverse workforce and student population.

Ensure that faculty and staff are inter-culturally competent.

To review all of the goals please go to the **Diversity and Inclusion Goals – Success for All Students** document at:

http://www.pvc.maricopa.edu/admin_bios/dale_plans.html

Effective Interview Skills – Working with a Diverse Candidate Pool