

# **COLLEGE BOARD STRATEGIC PLAN UPDATE**

Heidi Davis

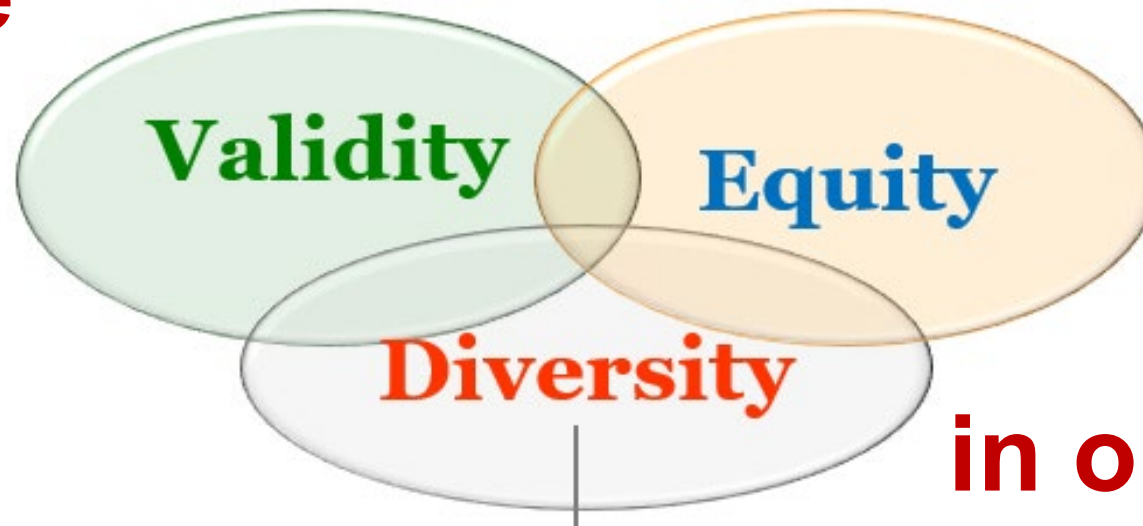
July 14, 2022

# STRATEGIC GOAL

- Nurture a culture of high performance, innovation and appreciation.

# SEARCH ADVOCATE MISSION

**Enhance**



**in our searches**

***“We cannot rid work organizations of discrimination until we recognize both that much employment discrimination originates in automatic cognitive processes, and that it occurs because of work organizations’ personnel practices.” (Reskin 2000)***

# SEARCH ADVOCACY PROGRAM

- Search Advocates serve as search and selection process advisors on each new hire search committee
- Receive training in:
  - implicit bias
  - diversity
  - the changing legal landscape in hiring
  - inclusive employment principles
  - practical strategies for each stage of the search process

# SEARCH ADVOCATE ROLE

Recommend practices/processes to enhance equity, validity, and diversity

- **Advocate** effectively for diversity
- Help **minimize/mitigate implicit bias**
- Help committee members **test their thinking**

Support communication and alignment between committee and hiring official

# PROGRAM STATISTICS

- **59 trained advocates**
  - 15% are Administrative & Professional Faculty
  - 34% are Full-time Teaching Faculty
  - 15% are Part-time Teaching Faculty
  - 36% are Full-time Classified Staff
- **Trainings**
  - GCC two trainings in 2020 yielded 40 advocates
  - 5 VCCS trainings in 2021-22
- **Committees with Search Advocates**
  - 143 since inception

# QUESTIONS?