

# **Diversity, Equity, and Inclusion (DEI) Training & Certification for Hiring Managers**

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**Houston GPS Initiative Convening**  
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# Project Team

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- Dr. Donna Davis
- Mr. Daniel Dylla
- Mrs. Sha Hornsby
- Mr. Rodney Nathan
- Dr. Norma Perez
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# FACULTY & STAFF RECRUITMENT

# Project Overview

- Promotion of recruitment and retention DEI best practices
- Implementation of a system wide approach requirement
- Mandatory hiring manager DEI training
- Interruption of implicit bias in the hiring process

# Key project high points/strengths

- Directly addressing student concerns & experiences
- Workgroup assessments
- Diversity, Equity & Inclusion emphasis
- Diverse search committee selection accountability
- Dean and Chair checkpoints
- Interrupting Implicit Bias training module

# Key project high points/strengths

- 3 – 5 year evaluation and assessment
- Student Success tracking
- Comparison of Student Success to Hiring Selection Process
- Training Certification



# Major Lessons Learned

- Importance of Collaboration with College Partners
  - DEI Officer
  - Director of Faculty DEI Initiatives
  - Faculty Senate
  - Instructional Services
  - Student Services
  - Talent Engagement



# Major Lessons Learned

- Bandwidth expansion
- Transparency
- Willingness to pivot
- Correlation between needs and wants
- Short and long term assessment goals

# Primary Next Steps

- Hiring manager and student communications
- Training implementation
- Preparation of baseline recruitment tracking system
- Emphasis through a DEI lens during the recruitment process

**Thank you!**