

Multiple Methods #7: Professional Development Focused on Diversity

The District maintains a variety of programs to support employees around areas of diversity, equity, and inclusion. Some Professional Development Trainings to highlight include:

- Safe Zone Trainings – The District provides LGBTQ awareness workshops for several areas of campus to be identified as “safe zones”. These are opportunities to learn about gender and sexual, LGBTQ identities and issues. The biggest outcome of these trainings is to create people who are invested in creating safe and affirming environments wherever they go, and providing those people with the skills and knowledge they need to do that.
- CORA Training: Teaching Men of Color – This program is designed to enhance the preparedness of instructional faculty in community colleges to facilitate teaching and learning among college men of color. This is an online training program that includes five (5) modules, with learners engaging in both synchronous and asynchronous activities. GCCCD has currently trained 94 participants to date. The program is taught by Dr. Frank Harris III and Dr. J. Luke Wood. Topics include:
 - Module 1 – ***Factors necessitating enhanced teaching and learning strategies for men of color***
 - Module 2 – ***Theoretical and epistemological foundations for teaching men of color***
 - Module 3 – ***Building relationships with college men of color***
 - Module 4 – ***Teaching and learning strategies for instructional faculty***
- Kognito Trainings – These trainings focus on promoting emotional wellness on college and university campuses. Participants learn how to approach at-risk, LGBTQ, and Veteran students and make appropriate referrals to campus support services for screening and assessment. Currently 393 students, faculty, and staff have been trained.

The DEI Council holds a biannual full-day summit that is open to all students, faculty, and staff district wide. The most recent DEI Summit was held on April 20, 2016, and featured presenter Dr. Lindsey Malcom-Piqueux from the Center for Urban Education at USC. Her workshop titled, “*Becoming Equity-Minded Practitioners: Learning From Data to Create Student Equity*” focused on defining equity, identifying the equity gaps at Grossmont and Cuyamaca Colleges, and discussing how we can better understand (and close) Equity Gaps.

GCCCD has also recently been appointed an Achieving the Dream institution. Achieving the Dream believes that access to a high quality education in an inclusive environment is the right of all individuals and imperative for the continued advancement of a strong democracy and workforce. The goals of this program is to support student success through capacity building of the district. One of the major parts of this program is engaging faculty and staff in the institutional transformation that is often required. GCCCD is currently in its first of three years of this program.