

## **SMCCCD Faculty Diversity Internship Program (FDIP)**

The district Equal Employment Opportunity Committee (EEO) is submitting a proposal to Board for approval to institute a district wide Faculty Diversity Internship Program. Drafting of the model began Spring 2016 and continued through Fall 2016. Working group members drafted the model and submitted it to the EEO committee in Fall 2017. The committee has approved it. Local senates contributed feedback in fall, and the model is out to senates for further feedback. The model provides a general framework for instituting a district wide FDIP. Operational details are to be developed in a coordinated effort by the to-be-identified campus coordinators and/or responsible administrators in consultation with Academic Senate.

Faculty and administrators who have participated as members of the working group or who have taken part in the development of the model are below:

Ted Broomfield, CSM, Business & Accounting Adjunct Faculty  
James Carranza, CSM, Dean of Language Arts  
Angélica Garcia, Skyline, Vice President of Student Services  
Erik Gaspar, Cañada, Kinesiology Faculty  
Michael Hoffman, Cañada, Math Faculty (Student Equity)  
Lasana Hotep, Skyline, Dean of Student Support Programs  
Denise Hum, Skyline, Math Faculty (formerly Cañada)  
Teeka James, CSM, English Faculty (AFT)  
Danielle Powell, Skyline, Communication Studies Faculty  
Jeremiah Sims, CSM, Director of Student Equity  
Supinda Sirihekaphong, Cañada, International Program Manager

Professional development consultation: Erinn Moore (Cañada), Nina Floro (Skyline), Theresa Martin (CSM)

The SMCCC District Academic Senate and Vice Chancellor of Ed Services Kimberlee Messina reviewed the draft at a DAS meeting in Fall 2016. VCES Messina gave input into the proposal, and DAS formed a review sub-group consisting of DAS president Leigh Anne Shaw, local senate president Kate Williams Browne, and AFT representative Monica Malamud. This sub-group met Monday, February 27, and the current proposal reflects revisions based on that meeting.