

DRAFT

PD/Training	Competency/Level	Timing	Delivery
Onboarding <ul style="list-style-type: none"> Classified Full-time Faculty (NFA) Adjunct faculty Administration 	Organizational Adeptness/Level I Equity-minded Service/Level I	Fall 2020--some elements	Training scheduled upon hiring Additional training scheduled throughout the year with incentives to attend (faculty ESA? re-assigned time? Classified release from duties?)
Classified Equity Institute	Equity-minded Service/Level I Effective Communication/Level I Data Literacy/Level 1	Spring 2021	Institute--voluntary participation with longer term commitment
Actionable Equity in Leadership (Specialized version of Foundations of Equity)	Leadership Development	Advertise and schedule in Fall 2020 Run Spring 2021	Pre-registration
Program Review with an Equity Lens	Data Literacy/Level I Leadership Development/Level I	Spring 2021?	Program review meetings/trainings
Foundations of Equity Series <ul style="list-style-type: none"> Equity Framework and Lens Anti-racism Deficit mindedness Warm demanding Self-care Data Literacy Intersectionality Sovereignty Frame BIPOC Interrupting racism 	Equity-minded Service/Level I Data Literacy/Level I Leadership Development/Level I Effective Communication/Level I	October 2020	Part of onboarding or employees in first year. Offered repeatedly on regular schedule with sign-ups (like ITC workshops) On-demand in department meetings
Individual Data Faculty Discussions	Data Literacy/Level I	Fall 2020	Regularly scheduled discussions

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Applied Allyship Series and/or Specific PD that addresses DI groups (i.e., race consciousness, interrupting racism)	Equity-minded Service/Level II Data Literacy/Level II Leadership Development/Level II Effective Communication/Level II	Fall 2020--American Indian Spring 2021--Black/African American, Latinx?	Series--voluntary participation with longer term commitment
Best Practitioner Inquiry Groups (includes anti-racist teaching, EPDP is model)	Equity-minded Service/Level II Data Literacy/Level II Leadership Development/Level II Effective Communication/Level II Collaborative Innovation/Level II	Spring 2021	Regular meetings scheduled in advance--longer term commitment
Common Read	Equity-minded Service Effective Communication Leadership Development		Community events--voluntary
Community Conversations	Effective Communication/Level III Leadership Development/Level III		Conversations could be brown bags, places where facilitators support people Some can still be conversations around groups
HyFlex	Collaborative Innovation/Level I	Spring 2021 Flex?	Flex? Series of College Hours?
Flex Week	Most Competencies	January 2020 Flex Week	Flex workshops