

# DRAFT

PD/Training	Competency/Level	Timing	Delivery
<b>Onboarding</b> <ul style="list-style-type: none"> <li>Classified</li> <li>Full-time Faculty (NFA)</li> <li>Adjunct faculty</li> <li>Administration</li> </ul>	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?)
<b>Classified Equity Institute</b>	Equity-minded Service/Level I  Effective Communication/Level I  Data Literacy/Level 1	Spring 2021	Institute--voluntary participation with longer term commitment
<b>Actionable Equity in Leadership (Specialized version of Foundations of Equity)</b>	Leadership Development	Advertise and schedule in Fall 2020  Run Spring 2021	Pre-registration
<b>Program Review with an Equity Lens</b>	Data Literacy/Level I  Leadership Development/Level I	Spring 2021?	Program review meetings/trainings
<b>Foundations of Equity Series</b> <ul style="list-style-type: none"> <li>Equity Framework and Lens</li> <li>Anti-racism</li> <li>Deficit mindedness</li> <li>Warm demanding</li> <li>Self-care</li> <li>Data Literacy</li> <li>Intersectionality</li> <li>Sovereignty Frame</li> <li>BIPOC</li> <li>Interrupting racism</li> </ul>	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
<b>Individual Data Faculty Discussions</b>	Data Literacy/Level I	Fall 2020	Regularly scheduled discussions

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<b>Applied Allyship Series and/or Specific PD that addresses DI groups (i.e., race consciousness, interrupting racism)</b>	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
<b>Best Practitioner Inquiry Groups</b> (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
<b>Common Read</b>	Equity-minded Service Effective Communication Leadership Development		Community events--voluntary
<b>Community Conversations</b>	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
<b>HyFlex</b>	Collaborative Innovation/Level I	Spring 2021 Flex?	Flex? Series of College Hours?
<b>Flex Week</b>	Most Competencies	January 2020 Flex Week	Flex workshops