

Affirmative Action Plan Ensuring DEI through hiring practices

Applied Learning Project - Business Officers' Leadership Academy

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January 11, 2022

Project Objective - Combating Intersectionality

Update hiring practices

- Ensure DEI through out recruitment
- Reimagine Recruitment, Assessment, & Selection

Compliance awareness amongst constituencies across campus

- Ensuring that Diversity, Equity, & Inclusion principles are ingrained in our institutional operations
- Ensuring Equity in our policies & procedures

Purpose & Outcomes



Why

Lack of consistency
Tracking & accountability



Conclusions

Consistency
Efficiency
Equity & fairness

Develop a Constructive Team Climate

Identify Key Stakeholders

- Office of the President
- Chief Diversity Officer
- Director of Human Resources
- Office of Institutional Research
- Outside consulting firm

Meetings/correspondence

Zoom meetings

Emails

Conflicts & Challenges



VIEWPOINTS & VISIONS



TECHNOLOGY BARRIERS



FORMING, STORMING,
NORMING, & PERFORMING

Academy Competencies

- ▶ SWOT Analysis
- ▶ Team dynamics
- ▶ Communication
- ▶ Leadership style

Future projects (moving forward)



**SIMPLIFY THE
PROJECT**



BEST PRACTICES



**BE OPEN TO
CHANGES**

Questions???