ETS Project Proposal
Spring 2021 Cohort

Project Team Members: Robyn Ledesma, Kalia Chavez, Jessica Silver-Sharp
New Employee Podcast

Purpose:

To create a prototype resource, utilizing a podcast format, that will enhance the onboarding experiences of all Classified Professionals and Faculty members by integrating all new employees into the fabric of our Skyline College community.

This resource will be created with a Diversity, Equity, and Inclusion lens, in order to provide an essential introduction of training and resources -- an introduction that will prepare our new employees to serve our diverse student body and to join in the critical work of our employee community.
Based on our experiences...

- Noticed the gaps in the first year.
- Felt confused and disconnected.
- Lacked a sense of belonging.

Many of our Classified Professionals are first generation college graduates and are learning to navigate a career in academia. Like many of our students they long for a seat at the table and a space for their voices to be heard.
What could this look like?

**EPISODE 1:** Introduce college leadership, discuss the District’s “Students First Strategic Plan”, highlight the mission, value and goals of the college and the podcast.

**EPISODE 2:** Introduce Compendium of Committees & meet with committee chairs, discuss what it means to be student ready/student driven.

**EPISODE 3:** Compendium of Committees & meet with committee chairs, highlight student demographics, student clubs/resources, cultural humility & unconscious bias.

**EPISODE 4:** Community Chat. Students and/or Classified Professional are invited to discuss and share their views on bias, equity, and higher education.

**EPISODE 5:** Discuss the topic “Whiteness in Higher Education” and highlight strategies to implement that aid in the dismantling of racism in high ed.

**EPISODE 6:** Guest Speaker addressing relevant topics and current local events. Opportunity for community members to ask questions.
EQUITY

Our podcast series addresses:

● An equitable and accessible resource for the Skyline College Community

● Equity is the core of this podcast, keeping the conversation on-going at Skyline College

● Furthers Skyline College’s equity agenda by providing an equitable service for its employees
STUDENT READY/DRIVEN

Our podcast series answers:

● Who are our students?

● How can we best serve our students within our sphere of influence?

● What is being done to provide a positive and equitable educational experience for our students?
Our podcast series includes:

- Our team **forging partnerships** with other campus groups (resources) to provide voices from across the campus.
- Content:
  - An episode to introduce and connect new employees with **Skyline's equity oriented programs and resources**
  - An episode about the role **participatory governance** in democracies, introducing our employees to the work of our Senates, committees and unions and encouraging involvement.
  - An episode focused on campus **resources specifically for students**
- For each podcast we would provide a **curated landing page** resource with links to additional sources.
COMMUNITY

Our podcast series fosters:

- Collective impact and engagement
- Meaningful discussions
- A renewed sense of belonging and camaraderie
- Breaking down barriers between Classified Professionals and Faculty
OUTCOMES

Our podcast series achieves:

● Accessible and flexible personal and professional development opportunities and resources
● A more connected Skyline College community across all Divisions, positions and leadership
● Students being better served through student ready and equitable practices
● A safe space for engagement
● Ongoing engagement of the mission, vision and values of the college
CALL TO ACTION

Our vision for an onboarding podcast series by and for Skyline College employees is *inclusive* (we need your help ;)

- Survey
- Establish a committee
- Present Proposal
- Launch