



ETS Project Proposal Spring 2021 Cohort

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

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

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

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?

RE(SOURCES)

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