

SEED Committee

Stewardship for Equity, Equal Employment and Diversity

ABOUT

- Part of the District Strategic Plan
- Part of the Comprehensive Diversity Framework (CDF) (Smith, Pollack, Minnesota)
- Build on previously existing work (CCN, FOE, SE, AA-EEOC, MOT)

PURPOSE

Institutionalizing the Equity Vision:

Integrated Vision/Shared Responsibility for Implementation

The development of this framework began with the goal of:

- creating a **holistic and integrated approach to equity** that would
- provide Skyline College with both an **accurate snapshot of our journey to date** and a
- **clear vision to guide our action as we deepen and institutionalize** our collective efforts

Charge of SEED:

The Stewardship for Equity, Equal Employment and Diversity (SEED) Advisory Committee at Skyline College serves as the planning committee for the College's Student Equity Plan (SEP) development and implementation. The Stewardship for Equity, Equal Employment and Diversity (SEED) Committee assists Skyline College in fulfilling its commitment to celebrate the intellectual, educational, and social benefits of diversity. In doing so, the committee will:

- Provide stewardship for the college's value related to campus climate.
- Oversee the college's equality in employment opportunities and make recommendations to the district EEOAC regarding fair and effective hiring policies.
- Support, provide or promote training in cultural proficiency.
- Provide support and assistance to equity and diversity-related projects and activities, and facilitate engagement in campus issues related to equity and diversity.
- Support and promote educational initiatives that result in intercultural awareness and respect for diversity in students, faculty and staff.

The mission of the SEED Committee is to ensure equity at all levels at Skyline College. Further, its charge is to address issues of inequality at all levels of the institution by fostering a culture of critical consciousness and promoting equitable representation, access, and distribution of resources.

The SEED Committee is comprised of representatives from every division and constituency at Skyline College, including Academic Senate, Classified Council and Management, and members are purposefully appointed for their acumen around issues of equity and willingness to engage in dialogue in order to promote a critical consciousness across campus.

ACTIVITIES

- Equity activities that function as “mini-trainings”
- Promotes equity events on campus
- Fulfills the tripartite (BSI/EOC/Equity/SSSP) on campus
- Further inquiry into equity concerns on campus