\***NEW\* Diversity, Equity & Inclusion-KSA’s and Competencies**

As part of our ongoing work to shift to a more diverse, equitable and inclusive college-wide culture we will be implementing new diversity, equity & Inclusion competencies and adding Knowledge, Skills & Abilities to the employee’s expectations on their job descriptions. Adding this to the job description, we feel is a critical area of knowledge and behavior that we want in our staff.  We would like staff to be grounded in diversity, equity, inclusion and respect where people thrive, our strategic goals are accomplished and our students and colleagues succeed. The college is committed to creating an environment where diversity, equity and inclusion are key characteristics of our workplace environment that is marked by opportunities for a robust diversity of people encouraged to be their authentic selves and perform to their full capabilities.

Please see the attached list of diversity, equity & Inclusion-KSA’s and competencies to help evaluate the KSA’s. Going forward I/HR will help you add these to your classified job descriptions.

Examples:

1. Collaborative -- The ability to work in culturally diverse groups toward a common goal by involving, including and valuing others.
2. Critical Thinking -- The ability to use inductive and deductive reasoning to understand diverse perspectives.
3. Self-Awareness and Commitment to growth – The ability to engage in self-reflection, lifelong learning and growth.
4. Listening – The intention and ability to attend to what others are saying.

Knowledge Skills & Abilities

1. Cultural Self -- The ability to understand one's own intersectional identity and how it influences identity development and how one navigates the world.
2. Experience and/or leadership in serving, advocating for, collaborating with, and/or representing specific underrepresented marginalized communities.
3. Cross Cultural Communication -- Verbal and nonverbal communication skills in interaction with those who are culturally different from one's self.
4. Collaborative -- The ability to work in culturally diverse groups toward a common goal by involving, including and valuing others.
5. Listening -- The intention and ability to attend to what others are saying.
6. Conflict Management & Engagement -- The ability to engage cultural conflicts that occur between individuals and groups.
7. Critical Thinking -- The ability to use inductive and deductive reasoning to understand diverse perspectives.
8. Bi-or multilingualism -- The ability to speak and write more than one language.
9. Servant Leadership Development -- The ability to share power, put the needs of students or employees first and help people develop and perform as highly as possible.
10. Inclusive Pedagogy: Curriculum, Assignment Design, Assessment, and Classroom Culture, UDL.
11. Flexibility -- The ability to respond and adapt to new and changing situations.
12. Respect -- An appreciation for those who are different from one's self.
13. Empathy -- The ability and willingness to attempt to understand another person's culture or perspective through listening and inquiry.

Competencies

1. **DEI Knowledge, Understanding & Commitment**

This candidate has demonstrated a commitment to being part of a diverse, equitable, respectful, and inclusive workplace where all people are valued through their knowledge and understanding of DEI language and concepts ?(yes/no)

1. **Self-awareness and Commitment to Growth**

This candidate has demonstrated self-awareness and a commitment to self-reflection and lifelong learning (yes/no)

1. **Collaboration and Strategic Partnerships**

This candidate has demonstrated a commitment to sharing power and collaborating when taking action particularly with historically marginalized and oppressed communities (Yes/No)

1. **Advancing Equity and Continuous Improvement**

This candidate has demonstrated the ability to develop, implement, evaluate, and continually improve strategies that promote equity and inclusion in their organization and with the communities they serve.