

## CCPD Subcommittee on Best Practices

Three phases: The Law, The Practice, The Praxis

Like Michigan Tech's online training for Laws around discrimination, and hiring.

Which take x amount of hours to complete, and generate a list of people who having been certified in taking the training, can now participate in hiring searches, so not just chairs, everybody, like we wanted from the beginning and didn't get because of pushback...oooooh another institutional barrier! And then departments have hiring goals, and/or recruit for specific capabilities which would enhance their hiring goals, for specific capabilities.

So THE LAW can be an easy online / hybrid delivery. Though we are suspicious of online only delivery....

1. Several places offer online "content" - I doubt that is adequate for changing behavior.
2. Some offer badges or certification - This follows the education model where outcomes are determined and measured. - We may want to consider this as a tracking method.
3. Multi level and dimension is possible and necessary. Some definition is needed, at least as far out, and granular as we can operationalize.

As we now have a vehicle for commanding "butt's in seats" (Preaching to the choir is to be expected, but teaching the choir to play jazz, improvise, and improve, that's something else that can be achieved)

This is the content to warm those butts, but not in a corporal punishment way, but this is what we're dealing with now:

The Practice: Basically along the lines again of Federal Mandates: Title IX, Universal Design, The Explicitly Biased Mind, 9 areas of CRASH which are tied to Federally tracked sources of discrimination (Race, Religion, National Origin, Language, Ability, Age, Class / Military, Sex, Sexual Orientation / Gender Expression).

The Praxis: How do Theory and Practical application inform each other and infuse change through the System. What interstitial (In the margins, and spaces between...i.e. the cracks) conditions develop, how do we respond to them?

Students ask Questions, and Question, and often devise their own Answers in defiance of the System, some of these become institutionalized.

Classified: instruct on the System, and the classroom is the college as a microcosm of society. Students learn how to work and function in the System.

Faculty instruct in the classroom.

Managers and Administrators: Instruct through Policy, Procedure, and....