

**Follow Up to August 9, 2019 Question
From Trustee Raj Menon**

Re: Unconscious Bias Training

Question:

Trustee Raj Menon Inquired Whether the College Conducts Any Training to Address Unconscious Bias

Answer:

All employees (including FT/PT staff, faculty, associate faculty, student assistants, etc.) are assigned an online course on ***Uncovering Implicit Bias*** as a part of their onboarding process. See attached. (101 participants completed this course in 2019)

Other programs that incorporated bias training/content this past year include:

- **Faculty Search Committee Training** (12 sessions) in January and February 2019 (214 participants)
- **Leading for Excellence Academy: Finding and Onboarding Talent** on August 1, 2019 and August 7, 2019 (50 participants)
- **Leading for Excellence Academy: Effective Communication** on June 19, 2019 and June 25, 2019 (50 participants)
- **Leading for Excellence Academy: Performance Management (Rewarding, Coaching, Disciplining, and Terminating)** on July 2, 2019 and July 12, 2019 (50 participants)
- **Academic Leadership by Design: HR Policies, Procedures, and Practices –** on September 19, 2019 (10 participants)
- **Preparing for Staff Performance Appraisals** (11 workshops) in May 2019 (341 participants)

Resource:

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