

# New Staff Orientation and Onboarding

## In-Person Session





**CCRI's Division  
of Institutional Equity,  
Human Resources, and  
Organizational  
Development**

General Information for New Hires

# Institutional Equity, Human Resources, and Organizational Development



## Hours

Monday – Friday  
8:00 a.m. - 4:00 p.m.



## Phone

Phone: 401-825-2311  
Fax: 401-825-2345



## Main Office

Room 3118  
Knight Campus



## Email

[humanresources@ccri.edu](mailto:humanresources@ccri.edu)  
(general)  
  
[hiring@ccri.edu](mailto:hiring@ccri.edu)  
(talent acquisition)

# Institutional Equity, Human Resources, and Organizational Development Leadership

Employee	Title
Alix Ogden	VP, Institutional Equity, Human Resources, and Organizational Development
Sybil Bailey	Executive Director, Labor and Personnel Relations
Terri-Ann Milligan	Associate Director, Human Resources
Kara DiPaola	Assistant Director, Office of Civil Rights and Title IX
Mickey Dargon	Associate Director, Labor and Employee Relations
Carlin Weirick	Manager, Talent Acquisition & Diversity Recruiting

# Institutional Equity, Human Resources, and Organizational Development Staff

Employee	Title	Email	Focus
Carely Brens	Talent Acquisition Specialist	cbrens1@ccri.edu	Classified & part-time recruiting Part-time payroll and reauthorization Employment verification
Kristen Boyorek	HR Coordinator	kmboyorek@ccri.edu	Faculty new hire paperwork Tuition waivers
Robin Donnelly	HR Coordinator	rdonnelly@ccri.edu	Personnel data entry and management
Raekwon Grace	Senior Facilitator	rmgrace@ccri.edu	Organizational Development & Diversity, Equity and Inclusion
Jacqueline Hogan	Executive Assistant	jhogan1@ccri.edu	Scheduling General questions
Amy Zervas	HR Coordinator	azervas1@ccri.edu	Staff new hire paperwork and employee updates

# Institutional Equity, Human Resources, and Organizational Development

**New website coming!**

## Employee Dashboard in MyCCRI

- Submit time
- Check leave balances
- See pay stubs
- Submit forms like Remote Work Agreement & Tuition Waiver Request



CCRI has launched **Employee Self Service** to make key personnel information readily available.

CCRI Employees can now find HR and Payroll information in one simple place.

**Use the employee dashboard for:**

- submitting time and leave reporting
- viewing available leave balances
- viewing and maintaining your employee profile
- submitting tuition waivers and remote work agreements

[Employee Dashboard](#)

# Institutional Equity, Human Resources, and Organizational Development

## Benefits Information

- Most benefits are managed through the State's Workterra site: <https://sori.workterra.net/>
  - [Workterra user guide](#)
- Some benefits are managed through CCRI
  - Leave balances
  - Tuition waivers
  - Remote Work & Alternative Work agreements

Questions? Contact [humanresources@ccri.edu](mailto:humanresources@ccri.edu)

# Everyone Supports Student Success



## Say "Hi"

Be part of making  
CCRI welcoming.



## Lead with Equity

Be part of creating a  
sense of belonging  
for all.



## Talk to your colleagues about our students

Be a student-  
centered mentor



## Learn about enrollment trends

Be aware about what  
enrollment and  
retention of students  
means for the college



# Labor and Employee Relations



- Employee concerns and complaints
- Conduct fair and just investigations into allegations.
- Ensure a safe and productive work environment
- Complying with contractual obligations
- Employee Reviews both Probationary and Annual

# Collective Bargaining Agreements & Employee Handbooks





# Civil Rights & Title IX

Kara DiPaola, Esq.  
Title IX Coordinator  
ADA/504 Coordinator

## TITLE IX

Prohibits discrimination and harassment on the basis of sex, gender, gender identity & expression, and sexual orientation

Sexual violence is a type of sexual harassment.

Policy can be found on CCRI website

Applies to all within the CCRI community- faculty, staff and students.

*"No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance."*

All forms of unlawful sexual harassment occurring within CCRI's educational programs or activities are prohibited.

Sexual harassment, which includes acts of sexual violence, is a form of gender-based discrimination prohibited by Title IX. It creates a hostile environment that has no place on our campus. It is something we take very seriously.

# Title IX - Prohibited Conduct

- Sexual harassment: conduct on the basis of sex (incl. gender/gender identity/sexual orientation) that constitutes quid pro quo sexual harassment, hostile environment sexual harassment, sexual assault, domestic violence, dating violence, or stalking.
  - Quid pro quo sexual harassment: a person conditions giving an aid, benefit or service on another person's participation in unwelcome sexual conduct
  - Hostile environment sexual harassment: conduct that is severe, pervasive and objectively offensive, effectively denies a person access to CCRI's educational program or activities
    - Does not have to be of a sexual nature (e.g., bullying, physical aggression, intimidation, hostility, etc.)
    - Can be shown by a pattern targeting individuals of the same sex, gender, gender identity, sexual orientation

# Title IX- Prohibited Conduct

## Sexual assault

- Sexual touching/actions without consent

## Domestic Violence & Dating Violence

- Violence committed by someone in a romantic or intimate relationship with the victim

## Stalking

- Course of conduct that causes a person fear of harm; acts that follow or monitor someone, including on social media, in a way that causes fear or emotional distress

# Pregnancy Accommodations

- Title IX protections & support for pregnant individuals
  - Protection from discrimination
  - Support in continuing their education/work
- Entitled to medically necessary accommodations
  - Excused absence
  - Breaks from work
  - Equipment modifications
- Applies to students
  - Rescheduling course work, tests, exams, homework
  - Right to continue in classes, to leave of absence & return
- Lactation Rooms on each campus, available for all
- To request, contact Kara DiPaola [kddipaola@ccri.edu](mailto:kddipaola@ccri.edu)
  - Knight Campus in Warwick, room 3118
  - 401-825-1126, 401-895-1095



# Nondiscrimination Policy

- CCRI prohibits discrimination and harassment based on any individual's race, color, creed, national or ethnic origin, gender, gender identity or expression, religion, disability, age, sexual orientation, genetic information, marital status, citizenship status, veteran status, and any other legally protected characteristic.
- Can be found on CCRI's website
- Applies to all within the CCRI community- faculty, staff and students.





# Nondiscrimination Policy- Prohibited Conduct

## Harassment

- Verbal or physical conduct (including using technology) directed towards an individual because of their membership in a protected class that has the purpose or effect of interfering with their educational performance, or creating an intimidating, hostile or offensive academic environment

## Discrimination

- Treating someone differently because of their membership in a protected class; there is a negative impact on their educational environment, individuals outside the protected class receive more favorable treatment, and there is no legitimate reason for the action

# Nondiscrimination Policy- Prohibited Conduct

- Sexual Misconduct
  - Sexual assault
    - Sexual action/touching without consent
  - Non-consensual sexual contact
    - Sexual touching without consent
  - Sexual exploitation
    - Taking advantage of someone in a sexual manner without consent
    - Ex: sharing private photos/videos without consent
  - Dating/domestic violence
    - Violence committed by someone in a romantic or intimate relationship with the victim
  - Stalking
    - Course of conduct that causes a person fear of harm; acts that follow or monitor someone, including on social media, in a way that causes fear or emotional distress

# Intervention

- When it is safe to do so, you can intervene if you witness an instance of harassment or discrimination.
  - Direct
    - Directly address this conduct in the moment. Saying something like, “That’s enough.” or “That isn’t funny.”
  - Delegate
    - If you don’t feel comfortable engaging, you can ‘delegate’ to an authority figure, like supervisor, Title IX Coordinator, or Campus Police.
    - **Employees must report instances reported to them or witnessed by them to the Title IX Coordinator or to Campus Police.**
  - Distract
    - Changing the subject or help remove the target of the harassment/discrimination from the situation.
  - Delay
    - Sometimes you’re not able to do something in the moment. You can follow up with the targeted person later to share that you witnessed the situation and thought it was wrong, You can offer to accompany them to report.

## Resources

### Campus Police

- Non-emergencies: 401-825-2109; emergencies: 401-825-2000
- Can report a crime or make a confidential report

### Title IX Coordinator

- Kara DiPaola
- Knight Campus in Warwick, room 3118
- 401-825-1126, 401-895-1095
- Investigation, non-criminal discipline

### Faculty/Staff

- Must report to the Title IX Coordinator and/or Campus Police
- Provide reporter my information

# Resolution

- What are the best ways of handling these types of situation after they occur?
- What are our jobs? Who is best situated to handle which aspect of the situation?
- Obligation to report? To whom?



# Americans with Disabilities Act/Sec. 504

- Employees are entitled to reasonable accommodations on the basis of a disability
- Case-by-case, individualized analysis of need and solution
- Process
  - Submit request
  - Physician form
  - Medical records
  - Discussion with you, your supervisor
- A *reasonable accommodation* is any change to the job, to the way the job is done, or the work environment that allows a person with a disability who is qualified for the job to perform the essential functions of that job and enjoy equal employment opportunities.
- Accommodations that generally are considered reasonable include:
  - Provide reserved parking.
  - Improve accessibility in a work area.
  - Change the presentation of tests and training materials.
  - Provide or adjust a product, equipment, or software.
  - Allow a flexible work schedule.
  - Provide an aid or a service to increase access.

Contact Kara DiPaola

Knight Campus, room 3118

401-825-1126, 401-895-1095



# Campus Police

Chief Hopkins





# Policing and Emergency Response for the College Community



# YOUR COLLEGE POLICE DEPARTMENT

- 24/7 Law Enforcement Agency – all 4 campuses
- Routine **825-2109**  
Emergencies call **825-2000** or **911**

## LOCATIONS

- Warwick: PD HQ's (ground floor, rear entrance); 2<sup>nd</sup> floor kiosk
- Lincoln: Substation (basement); 1<sup>st</sup> floor kiosk
- Providence: Main entrance kiosk
- Newport: Main entrance kiosk



# YOUR COLLEGE POLICE DEPARTMENT

- Criminal complaints and information
  - Working relationships with Police Departments sharing jurisdiction for investigation hand-off
- Reporting methods
  - In-person any campus
  - On website including anonymous and confidential reporting
- Building security
- Parking
  - Handicapped
  - Assigned parking
- Lost & Found
- Escorts
- Safe Zones/Blue Lights (Flanagan & Liston)/Emergency Phones

# WARNING SYSTEMS

- **RAVE** app is the primary *Timely Warning* method
  - Standardized emergency templates for Active Killer, LockDown, Shelter – in – Place and Evacuation, by campus
- **Alertus** one step activation system through RAVE
  - Located at Knight campus, installation in progress at other campuses
  - Desktop takeover feature
- **PA Systems** at each campus
- **Electronic Door Lockdown** is a feature that locks all electronic door locks with one step
  - Will deny an attacker access
  - You can still exit these doors or unlock them with your ID if you have approved access



# RESPONSE

- **EVACUATION**
- **SHELTER – IN – PLACE**
- **LOCKDOWN**

**New Emergency Management Plan – 1<sup>st</sup> Draft**

**Annual emergency exercise every January**

**Police conduct drills every summer during our in-service training week.**

# RUN HIDE FIGHT AVOID DENY DEFEND

## Campus Police

At the Community College of Rhode Island we are committed to a safe school environment on all of our campuses. The charge of the Community College of Rhode Island Police Department is to serve and protect the campus community and to enhance the quality of life on each of our four campuses. This is achieved in conjunction with the campus community through the enforcement of laws, crime prevention activities, and education and community awareness. The foundation of our department is community service. All people within our jurisdiction are served with respect and fairness.

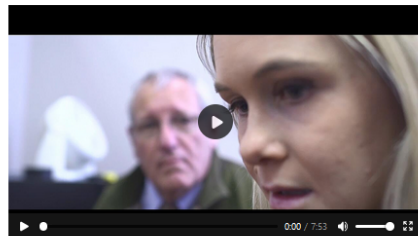
The Community College of Rhode Island Police Department is committed to the prevention of crime, the investigation of problems and incidents, the preservation of security, and the enforcement of all laws and college rules. Services of the CCRIP Police Department are oriented to produce an environment that enables the college to implement its mission of education and public service.

The CCRIP Police Department is a 2021 accredited police agency through the Rhode Island Police Accreditation Commission.

## Important Links

- [Report a Crime](#)
- [Request an Escort - Call 401-825-2109](#)
- [College Alerts \(RAVE\)](#)
- [Clery Information](#)

## Surviving an Active Shooter Event



### Run. Hide. Fight.

In a lockdown situation where there is a confirmed threat on campus, you will need to decide if you will run, hide, or fight based on your location. While this is a daunting thought, you can prepare yourself.

## Campus Police Links

- [Campus Police Home](#)
- [Crime & Incident Reporting Information](#)
- [Emergency Preparedness](#)
- [Resources](#)
- [Clery Act](#)
- [Found Property](#)
- [Door Access Request Form](#)
- [Campus Police Reporting Forms](#)
- [Staff](#)

## Contact Information

**Routine/Non-Emergencies/Request an Escort**  
401-825-2109

**Emergencies**  
401-825-2000

### Leadership

**Major Joseph Hopkins**  
Interim Chief of Campus Police and Director of Public Safety  
(401) 825-2051  
Knight Campus

**Captain Timothy Poulin**  
Operations and Training  
(401) 333-7034  
[tjpoulin@ccri.edu](mailto:tjpoulin@ccri.edu)  
Flanagan Campus

# FIRST RESPONDERS

## **CCRI PD will confirm an active killer event or threat**

- **Send out the warning**
- **Coordinate outside agency responses**
- **Officers will respond to isolate/distract the attacker, assist those able to RUN and provide medical aid**

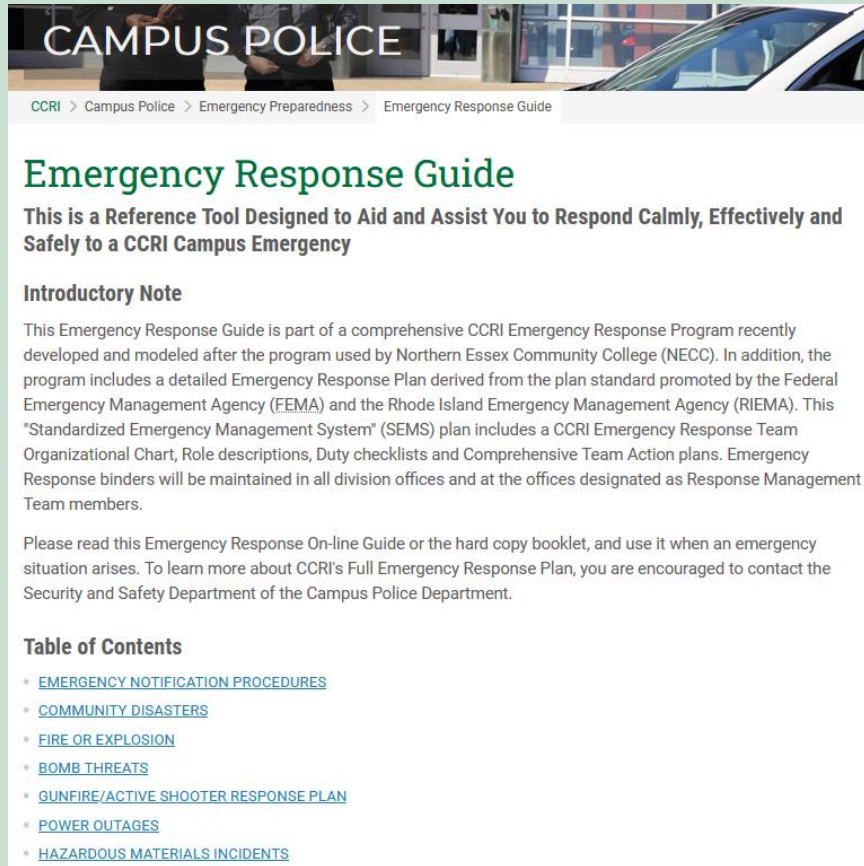
## **Responding police will have firearms drawn**

- **They have one purpose only – stop the threat**
- **They will be moving quick, will not stop to talk and render aid**
- **They will shout directions as they move, follow them**
- **“Show your hands” , “Get down” , “Run this way”**
- **They will shout questions as they move, answer them if you can**

# CLERY ACT

- Daily Crime Log and Annual Security Reports
- Campus Security Authorities (CSA's) – designated persons with significant responsibility for student/campus activities with responsibility to report crimes
- Confidential Reporting – when in doubt report it

# RESOURCES



CAMPUS POLICE

CCRI > Campus Police > Emergency Preparedness > Emergency Response Guide

## Emergency Response Guide

**This is a Reference Tool Designed to Aid and Assist You to Respond Calmly, Effectively and Safely to a CCRI Campus Emergency**

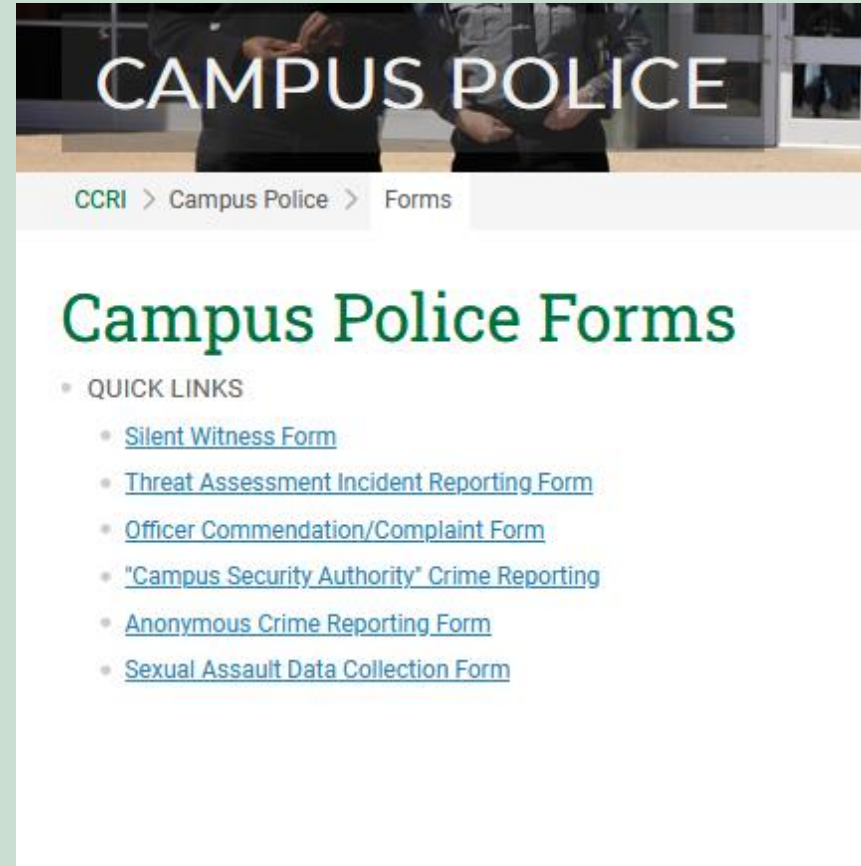
### Introductory Note

This Emergency Response Guide is part of a comprehensive CCRI Emergency Response Program recently developed and modeled after the program used by Northern Essex Community College (NECC). In addition, the program includes a detailed Emergency Response Plan derived from the plan standard promoted by the Federal Emergency Management Agency (FEMA) and the Rhode Island Emergency Management Agency (RIEMA). This "Standardized Emergency Management System" (SEMS) plan includes a CCRI Emergency Response Team Organizational Chart, Role descriptions, Duty checklists and Comprehensive Team Action plans. Emergency Response binders will be maintained in all division offices and at the offices designated as Response Management Team members.

Please read this Emergency Response On-line Guide or the hard copy booklet, and use it when an emergency situation arises. To learn more about CCRI's Full Emergency Response Plan, you are encouraged to contact the Security and Safety Department of the Campus Police Department.

### Table of Contents

- [EMERGENCY NOTIFICATION PROCEDURES](#)
- [COMMUNITY DISASTERS](#)
- [FIRE OR EXPLOSION](#)
- [BOMB THREATS](#)
- [GUNFIRE/ACTIVE SHOOTER RESPONSE PLAN](#)
- [POWER OUTAGES](#)
- [HAZARDOUS MATERIALS INCIDENTS](#)



CAMPUS POLICE

CCRI > Campus Police > Forms

## Campus Police Forms

### QUICK LINKS

- [Silent Witness Form](#)
- [Threat Assessment Incident Reporting Form](#)
- [Officer Commendation/Complaint Form](#)
- ["Campus Security Authority" Crime Reporting](#)
- [Anonymous Crime Reporting Form](#)
- [Sexual Assault Data Collection Form](#)



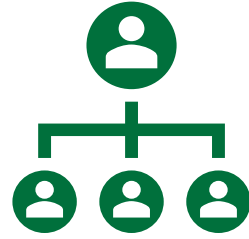


# IT New Employee Orientation

Michael Hudspeth  
Director, IT Customer Support &  
Quality Assurance

David Rowbotham  
Information Security Officer

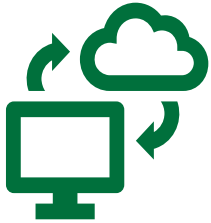
# IT Department



## Chief Information Officer

James Bradley

jbradley3@ccri.edu



## Enterprise

Rajeev Jayadea

rjayadeva@ccri.edu



## IT User Services

Michael Hudspeth

mhudspeth@ccri.edu



## Operations

Vacant



## Security

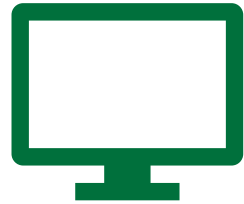
David Robotham

drowbotham@ccri.edu

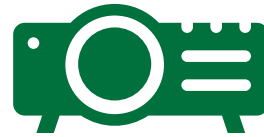
# IT User Services



Helpdesk



Desktop  
Computer  
Support



Audio Visual  
Support



Software  
Distribution  
and Updates



#### ABOUT

Mission of the College

Title IX

Annual Security Report (Clery Act)

Privacy Policy

Public Records Request Guidelines

Jobs at CCRI

#### FOR STUDENTS

Catalog

Login to MyCCRI

Login to Email

Find your username

Reset Forgotten Password

View your schedule

CCRI Radio

IT Help Desk

# Helpdesk

Helpdesk can be accessed using a link at the bottom of our website.

# Submitting an IT Request & Viewing Tickets

The screenshot shows the CCRI IT Help Desk Portal homepage. At the top left is the logo for the Community College of Rhode Island IT Help Desk Portal. To the right is a search bar with the text "Search the client portal" and a "Sign In" link. Below the header is a navigation bar with "Home", "Services", and "Knowledge Base". The main content area is divided into three columns. The left column, titled "I want to...", contains four buttons: "Reset Password", "Submit IT Request", "View My Tickets", and "Knowledge Base". The middle column, titled "CCRI IT Help Desk", contains a welcome message, a photo of a woman using a laptop, and instructions on how to use the "Submit IT Request" and "Knowledge Base" features. The right column, titled "Help Desk Information", contains a section for "Fall Semester Hours" with a list of days and times, a "CLOSED" section for holidays, and a phone number "401-825-1112".

COMMUNITY COLLEGE OF RHODE ISLAND  
**ITHELPPORTAL**

Search the client portal Sign In

Home Services Knowledge Base

I want to...  
Reset Password  
Submit IT Request  
View My Tickets  
Knowledge Base

Location & Staff  
Knight Campus  
Suite 2113  
400 East Ave  
Warwick, RI 02886  
IT Staff Directory  
Lynn Gudeczauskas  
Manager, Help Desk

## CCRI IT Help Desk

**Welcome!** Whether you have a simple or complex IT question or you just want to look up a quick answer, we can assist. We offer help that ranges from basic information to personal expert support.

Use **Submit IT Request** to pick the category you need assistance with, fill out a short form and get quick results!

Use **Knowledge Base** to read how-to guides, training resources, troubleshooting information, common questions, information about ongoing problems and more!

### Changes to Printing Services

#### What's Changed?

We've made an upgrade to our print server. As a result, direct IP printing is no longer

### Help Desk Information

#### Fall Semester Hours

Monday - Thursday  
8:00am - 8:00pm

Friday  
8:00am - 4:00pm

Saturday  
8:00am - 1:00pm

**CLOSED**

Labor Day - Monday, Sept. 4th

Columbus Day - Monday, Oct. 9th

Veterans Day - Monday, Nov. 13th

Thanksgiving Day - Thursday, Nov. 23rd


Christmas Day - Monday, Dec. 25th


401-825-1112

Can also submit ticket by emailing

- [helpdesk@ccri.edu](mailto:helpdesk@ccri.edu)
- (401) 825-1112

# When is helpdesk available?

Help Desk Information 

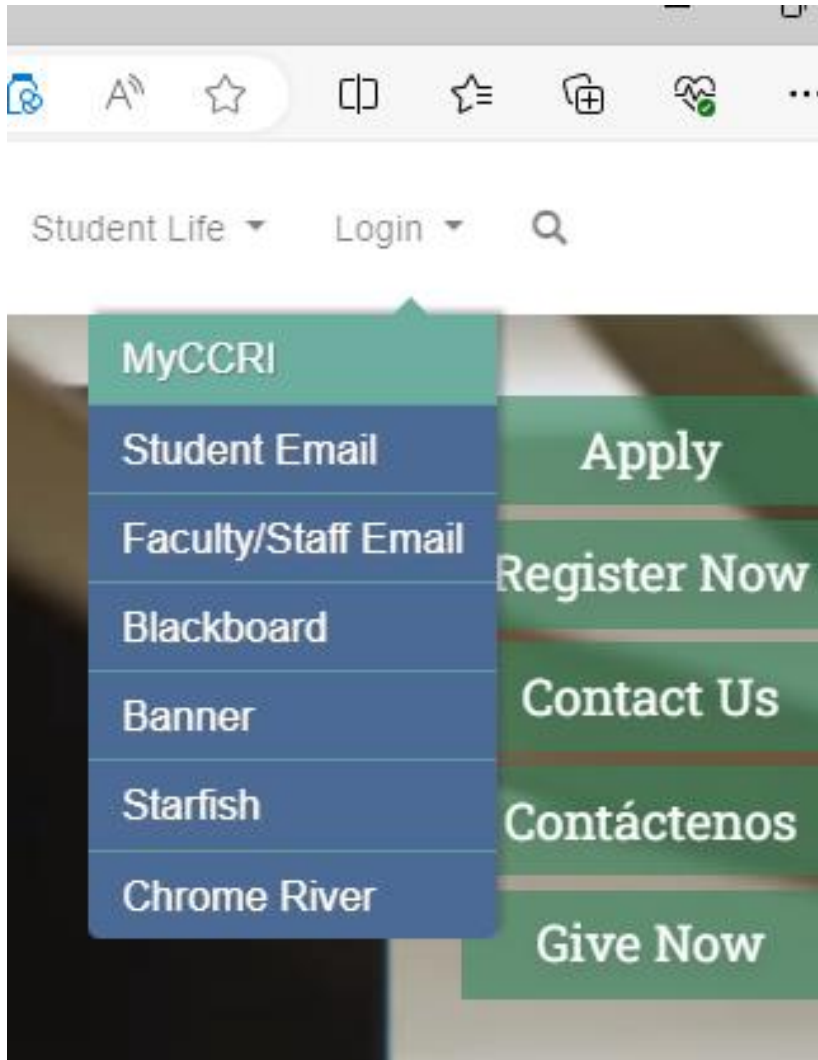
 **Fall Semester Hours**

Monday - Thursday  
8:00am - 8:00pm

Friday  
8:00am - 4:00pm

Saturday  
8:00am - 1:00pm

# My CCRI



Available at

[www.ccri.edu](http://www.ccri.edu)

Click on Login from top-right corner and select MyCCRI



# My CCRI



The screenshot shows the 'SECURE INFORMATION SYSTEM' login page. At the top, it says 'CCRI > System Login'. Below this is a 'Secure Login' section with four main options:

- Single Sign-on Login to MyCCRI:** Features a right-pointing arrow icon. Below the icon are links for 'MyCCRI', 'Blackboard', and 'Banner'. A note states: 'When your activity is complete, always log out of the system and close your browser. This will help to ensure the security of your account information.'
- Login to Office 365:** Features the Office 365 logo. Below it are links for 'For Students' and 'For Faculty and Staff'. At the bottom are icons for Office 365 applications: OneDrive, Word, Excel, PowerPoint, Outlook, and Teams.
- Forgot login info?:** Features a key icon. Below it are links for 'Find Username', 'Change Password', and 'Reset Password'.
- View My Schedule:** Features a clock icon. Below it is the text 'Get a list of the classes you are taking today including campus, room and time.' and a link 'View schedule here'.

Links to

- Blackboard (LMS)
- Banner
- Office 365
- Forgot Login Info



# Information Security: Everyone is Responsible

Presented by:

David Rowbotham – Information Security Officer  
Duke Merisier – Cyber Security Engineer



In our digitally connected world, cybersecurity isn't just an IT concern—it's a responsibility we all share.

Whether you're a student, faculty, or staff member, your actions online impact not just you but the entire CCRI community.

**CCRI - Cyber Safe Program**

[www.ccri.edu/it/cybersecutivity](http://www.ccri.edu/it/cybersecutivity)

# CCRI – Navigating Regulatory Frameworks

- **FERPA:** The Family Educational Rights and Privacy Act protects students' educational records, such as grades, transcripts, and disciplinary records. Ensuring the confidentiality and security of these records is paramount.
- **GLBA:** The Gramm-Leach-Bliley Act requires us to protect the privacy of student financial information, including loan applications, financial aid details, and bank account numbers.
- **PCI DSS:** Payment Card Industry Data Security Standard is a must to protect against fraud for those involved in handling credit card transactions. This includes credit card numbers, security codes, and transaction histories.
- **HIPAA:** HIPAA's requirements must be followed for those in our Mental Health, Dental Clinic and some of our Allied Health programs. This includes medical records, insurance information, and any personally identifiable health information (PHI).
- **Rhode Island Privacy Laws:** Regulations on personally identifiable information (PII).
- **FOIA:** The Freedom of Information Act mandates public access to government records, ( exempts sensitive educational records and personal information, safeguarding student privacy and security).

# CCRI – Top Items to Stay CyberSafe

- **Strong Passwords with Two-Factor Authentication (2FA):** Use complex, unique passwords for different accounts. CCRI standard is 14 unique characters with number and symbol complexity.
  - **Use “Passphrases” like:**
    - “CyberSafe@CCRI2024!” ( Do not use my password ! )
    - “I2pGolf@4:30pm” - I like to play Golf at 4:30pm
- **Phishing Awareness:** Learn to identify and report phishing attempts. 85%+ of e-mail is Malicious / Spam
- **Regular Patching Updates:** Keep your software and devices updated to protect against the latest threats.
- **Secure Connections:** Use secure, encrypted connections when accessing college systems remotely.
- **Data Privacy:** Be mindful of the information you share online and through emails. When in doubt, verify the legitimacy of requests for information.
- **IT Support:** Familiarize yourself with how to contact IT support. Remember, our helpdesk is here to assist you with any cybersecurity concerns.

Questions?



COMMUNITY COLLEGE  

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OF RHODE ISLAND

**Office of Organizational Development and  
Diversity Equity & Inclusion at CCRI**

# OFFICE OF ORGANIZATIONAL DEVELOPMENT AND DEI

## Purpose

Serve to create an environment that welcomes and champions the success of all CCRI community members.

## Goal

Identify and execute OD and DEI priorities that will achieve our strategic goals and increase overall engagement.





# Organizational Development at CCRI

Building the capacity to change and achieve greater performance, by developing, improving, and reinforcing *strategies, structures, people and processes* at CCRI.

# Centers for Employee Success

1. **JEDI-B** (justice, equity, diversity, inclusion and belonging) – a structure to provide consultation and build processes that will achieve equitable outcomes and build inclusive environments college-wide.
2. **Performance Management and Evaluations** – a process that establishes department goals, evaluations and development plans that will optimize employee performance
3. **Learning and Development** – an infrastructure that enables colleagues to participate in professional development and to boost engagement and retention
4. **Equitable Systems** – a process for continuous improvement and innovation that will enable transformational equity.

# OD Centers for Success – Scope of Work

## JEDI -B

- DEI Council activity
- Cultural Training (monthly)
- Diversity recruiting strategy
- Student belonging strategy
- Equity resource alignment
- Reporting and analytics
- Affinity build out and engagement

## Performance Management

- Performance management program
- Performance evaluation process
- Coaching and feedback support
- Reporting and analytics

## Engagement and Development

- Climate survey and action planning
- LMS build out and management
- New hire orientation and onboarding
- Professional development
- Reporting and analytics
- Event planning and coordination

## Equitable Systems

- Bias incident reporting, tracking and response
- EEO reporting and analytics for recruiting strategy
- JEDI dashboard
- Policy review, updates and creation



# **Inclusive Excellence at CCRI**

We are strengthened by the diversity of our community, and committed to building an inclusive culture that focuses on advancing equitable practices, to drive student success and employee engagement



# JEDI-B: Building Inclusive Excellence at CCRI

Inclusive Excellence Framework is the structure used at CCRI for delivering JEDI-B trainings to the community

Building  
Cultural  
Competence

- ❖ **Cultural Identity** - the mixture of characteristics and experiences of an individual that are seen and unseen that make up identify of people from different cultural backgrounds
- ❖ **Cultural Humility** - a commitment to self-evaluation and self-critique of one's own beliefs and cultural identities, and the ability to learn about and from other cultures
- ❖ **Cultural Safety** - the act of creating spaces and advocating for anyone to think and act authentically within shared environments.

Leveraging  
Inclusive  
Practices

- ❖ **Inclusive Language** – using words and phrases that avoid biases, and expressions that discriminate against groups of people based on their identity
- ❖ **Inclusive Leadership** – being aware of own biases and actively seek out and consider different perspectives to inform decision-making and collaborate more effectively with others.

# JEDI-B Partnership Structure

## **DEI Council (DEIC) Members**

- Serves to identify and execute program and education sessions related to building cultural awareness and sense of belonging
- Advocates to address JEDIB-related needs and works to prioritize shared goals related to building inclusive excellence

## **DEIC Campus Champions**

- Serve as a DEIC lead for all campus activity related to building cultural awareness and inclusive excellence
- Serves on the Diversity Advisory Team (DAT)
- Up to (2) per campus

## **Diversity Advisory Team (DAT)**

- A cross governance body of DEI leaders that focus on driving JEDI-B forward throughout the institution, including all governing bodies – Faculty Senate and Staff Assembly and DEI Council
- Meets to align on shared priorities and identifies opportunities to collaborate on JEDI-B activity

# Diversity, Equity and Inclusion Council (DEIC)

- DEIC is made up of CCRI faculty and staff who develop ways for the community to build our cultural competence and address JEDI-B\* matters.
- We are committed to increasing equitable outcomes for all and build inclusive excellence by focusing on:
  - Accessibility and Belonging
  - Data and Incident Reporting
  - Safety and Prevention
  - Student Engagement and Retention
  - Employee Engagement and Retention





# Partner with Us!

1. Build program or initiatives that focus on integrating JEDI-B practice and concepts into how we work
2. Cultural trainings to build inclusive excellence within division/dept/team
3. Build performance and development opportunities for employees and students
4. External JEDI-B initiatives and community partnerships
5. Create and improve policies and practices to increase equitable outcomes



# CONNECT WITH US!

Website: [Office of Diversity, Equity, Inclusion and Organizational Development – CCRI](#)

Email: [dei@ccri.edu](mailto:dei@ccri.edu)

## **Raekwon Grace**

Senior Facilitator of Diversity, Equity and Inclusion & Organizational  
Development

[rmgrace@ccri.edu](mailto:rmgrace@ccri.edu)

# ESPA

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EDUCATIONAL SUPPORT PROFESSIONAL  
ASSOCIATION

# OUR MISSION

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- To unify and strengthen the Educational Support Professional Association by working to secure and to maintain equitable salaries, sick leave, retirement, and other working conditions necessary to support the dignity of the Association.
- To establish and maintain communication among the members of the association as well as with the Community College of Rhode Island and the State of Rhode Island.
- To encourage the personal and professional development of the members of ESPA-CCRI/NEARI.
- To encourage the members to further their contributions to the Community College of Rhode Island by becoming a part of the policy-making mechanism of the College community.
- To work toward improving the State Classified System so that it becomes a system which encourages equality and upward mobility.

# TOGETHER WE HAVE A STRONGER VOICE!

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- Member benefits
- A voice in the workplace
- Job security
- Fair wages
- Representation
- Grievance rights
- Collective bargaining





# KNOW YOUR LOCAL UNION REPRESENTATIVES

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- **President:** Bob Antonson
  - **Vice President:** John Henry
  - **Secretary:** Sherry Zinn
  - **Treasurer:** Linda Fergurson
  - **Grievance Chair:** Mark Keenan
  - **Member Organizer:** Jennifer Restrepo
- **Campus Area Reps**
    - **Newport:** Leslie Kennedy
    - **Warwick:** Michelle Lourenco-Souza
    - **Providence:** James Reed
    - **Lincoln:** TBA

