

Plan Component 12: Methods for Addressing Underrepresentation

The District will encourage community college students to become qualified for, and seek employment as, community college employees. The District shall research and inform students about programs that may assist them to complete their graduate studies and become community college employees. The District will post informational flyers on the campuses concerning such programs, and make information available in student newspapers, the course catalog, and in locations accessible to students, including but not limited to, Counseling, Financial Aid, Admissions and Records, the Bookstore, Cafeteria and the Student Center. Efforts will be made to inform graduate students in local colleges and universities about the benefits of employment at a San Bernardino Community College District.

Region 9 Rising

To support the efforts of preparing graduate students for future employment at SBCCD, we have committed to participate in Region 9 Rising. The **REGION 9 RISING** Faculty Fellowship Program is an internship program for diverse candidates aspiring toward faculty or administrative roles within one of the California Community Colleges throughout the Inland Empire. **Region 9 Rising** was established to increase the diversity of our future faculty and administrators who can better represent and support the diverse students we serve here in the Inland Empire and throughout the California Community College System. In addition to providing the skills and resources necessary to effectively compete for permanent positions, our goal is to provide comprehensive program training and direct mentorship within one of our participating colleges to prepare these candidates to effectively support our diverse student bodies and build more equitable and inclusive institutions throughout the region.

The program goals are as follows:

- Arrange successful mentoring relationships that support the development of fellows and mentors as master counseling or classroom faculty members.
- Provide training emphasizing assessment of student learning outcomes, strategies for providing students with basic skills, and strategies to engage a diverse population of adult learners.
- Demonstrate job search techniques and address other issues integral to preparation for a career as a faculty member.
- Nurture the highest levels of integrity and ethics in every aspect of the professional life of each fellow.
- Introduce industry practitioners to the community college environment as they complete degrees that would qualify them to teach at the community college.

The Region 9 Rising program allows our institutional leaders to draw upon the wealth of diverse colleagues by intentionally recruiting, training, mentoring, and hiring counseling, instruction, library faculty and administrators of color who better represent the diversity of our students.