

Shining Light on Equity and Excellence

Administrative Services: Our Professional Learning Story

President's Cabinet
Tuesday, September 20, 2022



Lorenze Legaspi, VPAS
Carla Grossini-Concha

The Backstory

- VP Lorenze Legaspi began in 2018
- Carla Grossini-Concha hired in spring 2019
- Identified opportunities for professional learning



Connection

Bring silo'd departments together with the goal of connecting our work with the mission of the campus



Professional Learning & Development

Invest time and learning in departments that have not historically been offered specialized trainings. Give access to opportunities for growth.

Our Roadmap



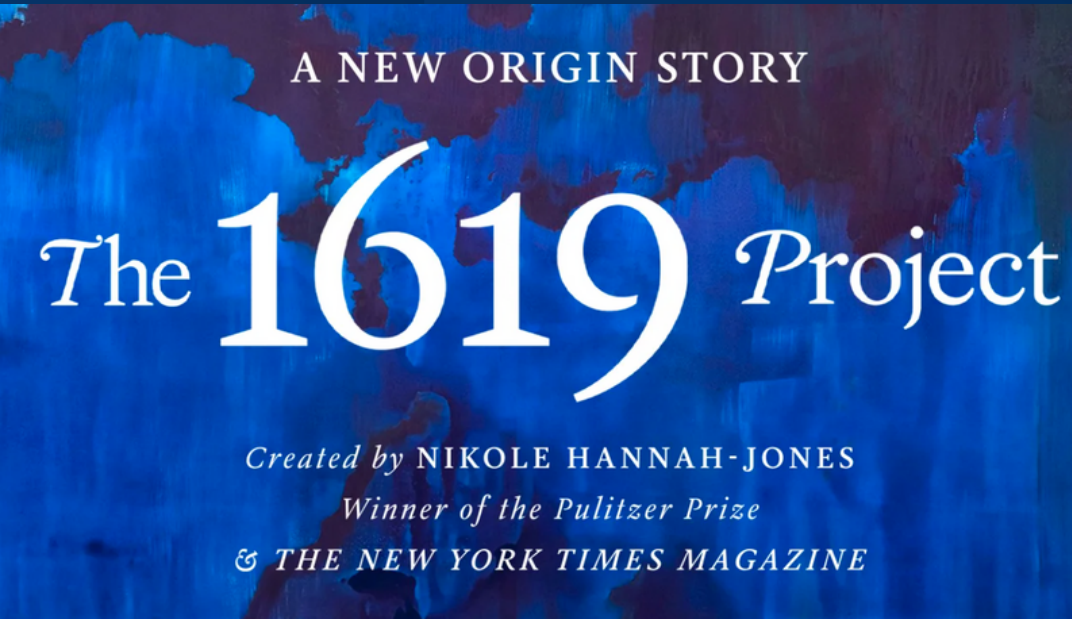
Throughout this time Administrative Services has sponsored trainings with SHIFT/SpeakOut that centered Community Care and understanding the role of traditional workplace values in White Supremacy Culture. We opened up our learning to the President's Office, Office of Communications, IE, and Resource Development

Kimberly Latrice Jones



Topics We Covered

1619 Project



CHARACTERISTIC	VALUES	WHAT IT CAN LOOK LIKE
1 Perfectionism	<ul style="list-style-type: none">Worship of the written wordOnly one right wayEither/or thinking	Imposter Syndrome (Particularly affected POC, women, & folks of marginalized identities)
2 Individualism	<ul style="list-style-type: none">Meritocracy/Bootstrap theory"I'm The Only One"	Equates success = hard work, Makes exploitation of those who haven't worked hard enough, "acceptable"
3 Concentration of Power	<ul style="list-style-type: none">Power hoardingPaternalism	Unilateral decision making, lack of salary transparency,
4 Right to Comfort	<ul style="list-style-type: none">Relies on keeping the peaceFear of open conflictDefensiveness	Attacks on CRT, tone policing
5 Progress is More/Better	<ul style="list-style-type: none">ObjectivityQuantity over qualitySense of urgency	Sweatshops, unfair wages & environmental impacts, deadlines

Source - PISAB / COCo / Tema Okun

Traditional Workplace Values

What's Next?



“You have to act as if it were possible to radically transform the world. And you have to do it all the time.”

— Angela Davis



Continue our work
with PL Trainings on
Campus



Encourage our
department to
explore outside
trainings &
opportunities in
their given fields



Present the good
work we are doing at
Mesa by sharing
best practices
statewide



Classified
Onboarding- all of
Admin. Services are
Classified
Professionals, all
new hires to
participate



Continued
reimagination of
what workplace
values can be