

# England appointed to commission



Dolly England

Clark College is pleased to announce that Dolly England, Diversity Outreach Manager, was recently appointed to the Washington State Commission on African American Affairs by Gov. Jay Inslee. As a commissioner for Southwest Washington, England will help shape policy and understanding regarding African-Americans in Washington State.

“Dolly England’s appointment to this important commission is a wonderful example of the important roles Clark College employees play in serving our community,” said Clark College President Robert K. Knight. “I am sure she will bring a wealth of insight and energy to the commission, just as she has done here at Clark.”

England, who has more than 15 years of experience working in community health and is the former vice president of the Vancouver NAACP, joined Clark College in January to help guide the college’s efforts to attract and retain diverse employees. Creating the Diversity Outreach Manager position is just one step in Clark’s effort to ensure the college continues to attract the best and brightest employee candidates. As part of

this role, England is leading several efforts to expand and modernize the college's outreach to potential new candidates. Some highlights of these new outreach efforts include:

- Members of the Clark's Human Resources staff have begun attending regional community events and career fairs—totaling more than 15 by the end of 2015.
- Human Resources staff will attend national career fairs during the key faculty recruitment period of November – January.
- The college has recently contracted with social recruitment vendor CareerArc to strategically expand its job postings into the realm of social media.
- The college has set an ambitious new goal of ensuring the candidate pool for each new job opening is at least 25 percent diverse, a description which includes race, color, national origin, disability, sexual orientation, gender identity, gender expression, creed, and veteran status.
- Clark College is a participant in the newly formed Southwest Washington Community Human Resources Group, which was developed by local employers to share and develop strategies to diversify recruitment both within their respective organizations and in the region as a whole.

“This is an exciting time for Clark College,” says England. “By expanding our reach and using some of the same tools Fortune 500 companies use to recruit the best and brightest candidates from across the country, we can ensure that Clark is building a workforce that will maintain its high reputation for decades to come.”

Clark College employs 1,600 employees. As a nonprofit Washington State institution, Clark College offers faculty and staff the opportunity to serve the community by guiding individuals to achieve their educational and professional goals. The college also offers many attractive benefits for

potential employees, including its location in the heart of the Pacific Northwest; its beautiful, 101-acre campus; access to discounted classes; fitness center membership; on-site child care; ample opportunities for professional development; high-quality teaching facilities; and teaching-focused faculty.

*Photo: Clark College/Jenny Shadley*