DEI IN ACTION: CEO AND BOARD PARTNERSHIP TO ADVANCE DEI
Welcome! A Few Logistics…

Chat:
- Introduce yourself and your district
- Chat your questions as we go along — we will address in Q&A segment

Engage on Social Media
#3CTinAction
Agenda

- Welcome / Logistics
- Introduction / Overview
- DEI: Board/CEO Partnerships
- Breakout Group Discussion
- Recap & Resources
Leadership Transitions…
The Vision Endures

Adrienne Grey
Trustee West Valley-Mission
Past CCCT Board President

Ken Brown
Trustee El Camino
CCCT Board President
DEI Progress Summary
Year One of Forever

Adrienne Grey, Co-Chair
CCCT DEI Workgroup

Rowena Tomaneng, Co-Chair
CEOCCC Racial Equity and Inclusive Excellence (CEO-REIE) Taskforce
Vision for Success DEI Task Force Report
68 DEI Recommendations

- Regulatory Changes
- Guidance Memos
- Statewide Commitment and advocacy
- Accountability

Minimum Qualifications practices
Centralized tools (i.e. fellowship and registry)
Transforming campus culture
Professional Development & Required Training
68 Recommendations
Tenure Review and Evaluations
Hiring Advertisement & Recruitment

*https://www.cccco.edu/About-Us/Vision-for-Success/diversity-equity-inclusion
DEI Integration Plan

- Leadership and Engagement
- Policy Development
- Stakeholder Collaboration and Coordination
- Building Local and Legislative Support
- Providing Statewide Communication and Guidance
- Professional Development/Resource Deployment Plan
- Cultivating Cultural Change
- Promoting Model Practices and Colleges
- Evaluation and Continuous Improvement

California Community Colleges
<table>
<thead>
<tr>
<th>Group 1: Workforce Data &amp; Diversity Hiring</th>
<th>Co-Chairs</th>
<th>Members</th>
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<td></td>
<td>Debbie Ikeda</td>
<td>Barbara Calhoun, David Ramirez, Debbie Ikeda, Ludmyma Lopez, Maria Alegria, Marisa Perez, Mayra Cruz, Mike Fong, Sue Chan, Vicki Gordon</td>
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<td>Mayra Cruz</td>
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<td>Sue Chan</td>
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Coach: Adrienne Grey / Meredith Brown

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<tr>
<th>Group 2: Mission Statement &amp; EEO Plans &amp; Celebrate Diversity</th>
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<tr>
<td>EEO:</td>
<td>Adrienne Grey</td>
<td>Adrienne Grey, Clara Starr, Craig Milgram, Jim Osterling, Judy Chen-Haggerty, Michael Terry, Nan Gomez-Heitzeberg, Narges Rabii-Rakin, Sally Biggin, Susan Alves, Vicki Gordon</td>
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<td>MISSION:</td>
<td>Sally Biggin</td>
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<td>Vicki Gordon</td>
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Coach: Adrienne Grey / Brigitte Davila

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<th>Group 3: Professional Development &amp; Mentoring (Internal/External)</th>
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<td></td>
<td>Char Bland</td>
<td>Alex Davis, Bernardo M. Perez, Char Bland, Dorothy Battenfeld, Jose Alcala, Maggie Fishman, Sharoni Little, Tammy Silver, Yvette Davis, Zeke Hernandez</td>
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Coach: Mark Evilsizer

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<th>Group 4: Exit Interviews &amp; Faculty Evaluations</th>
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<tr>
<td>Cindi Napoli-Abella Reiss Stepan Castellanos*</td>
<td>Cindi Napoli-Abella Reiss, Colleen Mullery, Janet Rivera, Jeweliean Johnson, Linda Wah, Loren Steck, Nishta Sawnney, Stepan Castellanos*</td>
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Coach: Linda Wah

* 2020
1. PROGRESS

The CCCT DEI Workgroup has been hard at work developing recommendations to achieve the goals outlined in the CCCT Integration Plan. In partnership with collaborating associations, accomplishments include:

**Diversifying Screening Committees:** Finalized guidelines combining inputs from ACHRO, ASCCC, CCCCIO and ACCT’s “DEI Checklist and Implementation Guide.” Guidelines for **Hiring Data Collection/Reporting** to local governing boards will be finalized in May. CCCT recommends governing boards review and modify Board policies every 5 years at minimum, more often if diversity goals are not achieved, holding the CEO accountable for outcomes.

**Diversity Mission Statement:** Developed and communicated a [DEI Resolution template](#) via [joint letter](#) co-signed by Chancellor Oakley and both CCCT and CEOCCC Board Presidents encouraging local adoption by June 30. Introduced resolution concept and goal via an April 1 Trustee Town Hall. A second Town Hall is planned May 20. As of this writing, we have confirmed 12 districts that have adopted the resolution.

Presented final **Mentoring** recommendations to the DEI statewide workgroup and presented **Professional Development** recommendations to the Chancellor’s Office. These conversations will continue in May so that we understand factors such as input from different sectors on campus and theoretical underpinnings.
Presented **Exit Interview** final recommendations, including yearly reporting of data/analysis for local governing boards to indicate patterns, potential changes in policy/fund allocation to improve outcomes and continually reassess structures; ACHRO integrated into a toolkit to be shared systemwide.

Ongoing efforts to build and strengthen partnerships with DEI associations. The CCCT workgroup meets weekly and joins other associations to advise their Integration Plan efforts, including ASCCC on **Faculty Evaluation**, SSCCC on creating a more accessible and resolution-oriented **Student Grievance Process**, and the Chancellor’s Office on **EEO Plans**.

**2. ORGANIZATIONAL INTEGRATION**

The CCLC has prioritized Advancing Racial Equity as an organizational goal. Accomplishments: 1.) added a DEI competency as a required element of the *Excellence in Trusteeship* certification program, 2.) DEI in general sessions at League conferences, 3.) fast-tracking DEI-focused updates to Policy & Procedure templates subscribed by member districts, 4.) integrating DEI throughout Advocacy, Leadership Development and District Services departments and employing best-practices to engage CEOs/Trustees through communications/training and unified messaging.
3. ONGOING WORK IN 2021

The CCCT is leveraging League resources to communicate recommendations to local districts for adoption and implementation. The CCCT will engage in continued promotion of the DEI Resolution, including May 20 Town Hall, FAQ, problem-solving workshops, DEI values-based budgeting training; and continued engagement with stakeholder subcommittees to articulate baseline (existing policies/procedures/practices), desired outcomes, and reporting requirements for EEO Plans, Professional Development, Faculty Evaluation and Student Grievance Process.

4. NEEDED FROM BOG/CCCCO

To advance the DEI Integration efforts moving forward, the CCCT would like the Board of Governors and the Chancellor’s Office to do the following: develop incentives, policies and regulations codifying DEI recommendations; create regulatory changes linking DEI Board Resolutions to EEO Plans; identify a stable source of funding for at least one full-time equivalent (FTE) district resource to compile, analyze and report EEO Plans and other DEI progress indicators; provide technical assistance to produce DEI-focused online courses; explore hiring an external entity to conduct exit interviews as an independent, culturally competent, “safe space” to elicit candid feedback/data; and partner with ACCJC to explicitly reflect DEI in accreditation standards.
CEO-RACIAL EQUITY AND INCLUSIVE EXCELLENCE (CEO-REIE) TASKFORCE MEMBERS

Co-Chairs:

Area 2 - Ed Bush, Cosumnes River College
Area 11 - Martha Garcia, Imperial Valley College
Area 5 - Rowena Tomaneng, San Jose City College

Members:

Area 1 - Samia Yaqub, Butte-Glenn CCD
Area 3 - Jim Houpis, Modesto Junior College, Angel Reyna, Madera Community College, and Claudia Habib, Porterville College
Area 4 - Jamillah Moore, Cañada College
Area 6 - Julius Sokenu, Moorpark College
Area 8 - Erika A. Endrijonas, Pasadena City College, Mary Gallagher, Los Angeles City College, Alberto J Roman, East Los Angeles College
Area 9 - Diana Rodriguez, San Bernardino Valley College, Dan Walden, Victor Valley College
Area 10 - Joanna Schilling, Cypress College, Angelica Suarez, Orange Coast College
Area 11 - Julianna Barnes, Cuyamaca College
Taskforce members working w/different constituent groups highlighted under the six activities below to ensure cross-functional collaboration is achieved and work is aligned.

- **Strategy 1:** Mentoring – Samia Yaqub, Angelica Suarez, Angel Reyna, Julius Sokenu, Erika Endrijonas, JoAnna Schilling, Alberto Roman
- **Strategy 2:** Workforce Data – Julius Sokenu
- **Strategy 3:** EEO Plans - Samia Yaqub
- **Strategy 4:** Diversify Search Committees – Claudia Habib, Julianna Barnes, Erika Endrijonas, Dan Walden, Alberto Roman
- **Strategy 5:** Exit Interviews - Erika Endrijonas, Diana Rodriguez
- **Strategy 6:** DEI Awareness Month – Julianna Barnes, Julius Sokenu, JoAnna Schilling

*co-chairs assisting with multiple strategies as needed*
CEO-REIE DEI INTEGRATION PLAN ACTIVITIES UPDATE

Completed

- Established Taskforce & Schedule, Working w/ CCCCO Liaisons, Dr. Siria Martinez (AVC Student Equity and Success) and Sandra Fried (VP, Student Success Center/Foundation)
- Reviewed & Provided Feedback to CCCCO on EEO Title 5 Proposed Regulatory Changes (Sections: 53003, 53004, 52024, 53034)
- Reviewed & Provided Feedback to CCCCO on DEI Online Modules-Cultural Competency & Unconscious Bias Training
- Reviewed & Provided Feedback to CCCCO on DEI Communications Plan
- Reviewed & Provided Feedback to SSCCC on Student Grievance Process
CEO REIE DEI INTEGRATION PLAN ACTIVITIES UPDATE

Completed

- Conducted EEO Survey & Provided Feedback to CCCCCO, CCCT & ACHRO on Tier-One Strategy 3 (Board adoption/tracking of EEO Plans)
- Reviewed & Provided Feedback to CCCT, ACHRO, ASCCC, FAAC on Tier-One Strategy 2 (Faculty Evaluation, Tenure Review, and Retention)
- Reviewed & Provided Feedback to ACHRO on Tier-One Strategy 4 (Diversify Search Committees & Provide EEO Training)
- Reviewed & Provided Feedback to ACHRO on Tier-One Strategy 4 (Diversify Search Committees & Student Participation)
- Implement Tier-One Strategy 6 (Celebrate the Diversity of CCC during month of April)
CEO-REIE DEI INTEGRATION PLAN ACTIVITIES UPDATE

In Progress:

- Collaborate with CCCT, ACHRO, ASCCC on Tier-One Strategy 1 (Development of Mentoring Program)
- Collaborating with CCCT on Tier-One Strategy 3 (Board adoption of Diversity Mission Statement & DEI Affirming Commitment Resolution)
- Provide opportunities for CEO Participation in DEI and Anti-Racism stakeholder events, webinars, and professional development (June 15th CEO PD facilitated by Dr. Regina Stanback-Stroud)
- Support DEI related Professional Development, Activities & Events sponsored by DEI Implementation Workgroup Stakeholder Associations (CCCCO, CCLC, ASCCC, CCCT, SSCCC, CIOCCC, and others)
Advancing DEI: Board/CEO Partnership Fundamentals

- Open Communication
- Common Vocabulary
- Building Shared Understanding
- Establishing Shared Goals
- Monitoring Progress

Linda Wah
Trustee, Pasadena City
Past President, CCCT
DEI in Action: Board/CEO Partnerships

- 3 District Stories
  - Riverside CCD
  - San Jose-Evergreen CCD
  - Palomar CCD
Riverside Community College District

Wolde-Ab Isaac, Ph.D.  
Chancellor

Mary Figueroa  
Board President

Tracey Vackar  
Past Board President
Riverside Community College District’s Call to Action for Diversity, Equity and Inclusion

Trustee Mary Figueroa, Trustee Tracey Vackar and Chancellor Wolde-Ab Isaac

May 20, 2021
RCCD’s Call to Action

The Call to Action task force began in June 2020, with a focus on closing racial equity gaps and combatting all racism, with an emphasis with anti-Black racism. Moreno Valley College, Riverside City College and Norco College each focus on student access, success, and equity, which are the primary drivers of the District’s Strategic Plan With this in mind, the task force is to set overarching goals that align with the District’s and the colleges Strategic Plan allowing for integration across the District.

CHARGE
The focus of the task force is on closing racial equity gaps and combatting all racism, with an emphasis on anti-Black racism. It will facilitate and assist the three colleges and the District Office as they create equity in both access and success and seek to dismantle institutionalized racism. This charge is being implemented through four functional working groups along with the Guided Pathways Taskforce.
1. CLIMATE, RECRUITMENT, AND RETENTION GROUP

To create an anti-racist approach for student success, the Climate, Recruitment and Retention workgroup will assess the climate and culture of all three colleges and the District. Through quantitative and qualitative methodologies, students, faculty, staff, and administrators will be able to create a caring, inclusive, and anti-racist culture that attracts and retains diverse and equity-minded employees.

- Evaluate and assess all policies and procedures
- Attract and retain diverse and equity minded employees
- Create a climate that is inclusive and supportive
- Analyze equitable student access and success to supportive programs
- Establish baseline for climate across constituency groups through conducting an Equity Audit
- Participate in the SOVA Climate Scan National Assessment of Collegiate Campus Climates (NACCC)
- Embrace an Asset Based Mindset
RIVERSIDE CITY COLLEGE PART-TIME FACULTY

- 2016-2017:
  - American Indian/Alaskan Native: <1%
  - Asian: 8%
  - Black/African American: 9%
  - Hispanic/Latino: 19%
- 2017-2018:
  - American Indian/Alaskan Native: 3%
  - Asian: 10%
  - Black/African American: 8%
  - Hispanic/Latino: 22%
- 2018-2019:
  - American Indian/Alaskan Native: 1%
  - Asian: 9%
  - Black/African American: 7%
  - Hispanic/Latino: 22%
### GP Cohorts, Passed Transfer Level Math in First Year, by Major Ethnic Groups, Proportionality Indices

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<th>Ethnic</th>
<th>2015 Cohort</th>
<th>2015 Outcome</th>
<th>P.I.</th>
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<tr>
<td>Asian</td>
<td>496</td>
<td>109</td>
<td>17.6%</td>
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<tr>
<td>African American</td>
<td>707</td>
<td>27</td>
<td>4.4%</td>
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<tr>
<td>Hispanic</td>
<td>4743</td>
<td>340</td>
<td>54.8%</td>
</tr>
<tr>
<td>White</td>
<td>1372</td>
<td>131</td>
<td>21.1%</td>
</tr>
<tr>
<td>Other Groups</td>
<td>174</td>
<td>13</td>
<td>2.1%</td>
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<td><strong>Grand Total</strong></td>
<td><strong>7492</strong></td>
<td><strong>620</strong></td>
<td><strong>100.0%</strong></td>
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<th>2019 Cohort</th>
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<th>P.I.</th>
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<td>Asian</td>
<td>450</td>
<td>189</td>
<td>13.1%</td>
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<tr>
<td>African American</td>
<td>566</td>
<td>69</td>
<td>4.8%</td>
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<tr>
<td>Hispanic</td>
<td>5150</td>
<td>892</td>
<td>61.9%</td>
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<tr>
<td>White</td>
<td>1205</td>
<td>255</td>
<td>17.7%</td>
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<tr>
<td>Other Groups</td>
<td>234</td>
<td>36</td>
<td>2.5%</td>
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<td><strong>Grand Total</strong></td>
<td><strong>7605</strong></td>
<td><strong>1441</strong></td>
<td><strong>100.0%</strong></td>
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EQUITY AUDITS

• Each college is conducting an Equity Audit using Hotep Consultants through campus-wide survey, focus groups and a review of college documents similar to those requested for accreditation.

• Hotep Consultants will be reviewing the outcomes of the survey, focus groups and document review during June and July with a final report to be presented in August to administration.

• A formal presentation of the outcome is scheduled during fall Flex activities at each of the colleges.
Equity-Minded Mission Statement Workshop Description

This session was focused on the creation of an equity-minded mission statement. The facilitators provided examples of equity-minded mission statements and shared background for an equity framework context. Then, participants had an opportunity to revise or draft mission statements for their academic departments, disciplines, programs, or offices.
Each college is participating in monthly convenings in teams of five as determined by the college. A survey of different stakeholders will take place as the program progresses. Colleges have access to USC’s digital library and other resources. This program is for three years.
Difficult Conversations: How to Have More Productive Conversations About Race (Student Panel)/Diversity

A panel discussion featuring MVC students and Dr. Eddie S. Glaude, Jr. Students were asked to share their on-campus race experiences, while Dr. Glaude provided insight on how to have a productive race conversation during reckoning in our country.
2. TEACHING AND LEARNING GROUP

Provide a framework that emphasizes racial justice and equity mindedness to aid instructors during course revision processes, program development, and other pedagogical related efforts.

• Developed 24 ethnic studies courses and approved curricula for inclusion in course catalog
• Establishing Ethnic Studies as a discipline at all three colleges
• Updating the curriculum handbook, an official publication, to guide new and revised curriculum to strengthen equity focused and culturally informed pedagogy
• Create district-wide examination of pedagogy that integrates cultural relevancy, equity, and social justice
3. PROFESSIONAL DEVELOPMENT GROUP

This group will create an efficient District-wide professional development structure with a common framework and create additional professional development opportunities that strengthen cultural competency and inclusive mindset for all employees that lead to creating equitable learning opportunities for all students.

- Fostered collaboration that has already led to district-wide professional development (PD) opportunities
- Created a draft district-wide PD framework with measurable goals
- Professional Development Resources Repository
- Establish district-wide Professional Development Center, district-wide planning, collaboration, and implementation of USC Race and Equity Alliance Framework
- New employee Cultural Competency Training
- Year-Around, district-wide professional development
- Training opportunities on cultural competency and inclusive mindset
4. CIVIC ENGAGEMENT AND PARTNERSHIPS GROUPS

Strengthen the communities we serve through civic engagement and other collaborations focused on racial justice and equity.

• Get out the vote registration drives – one college won first place in the state
• Major grant won for placing up to 40 students in local non-profits and community-based organizations for paid internships
• Partnerships with League of Women Voters, UCR, PCCCPD/UCRPD Town Hall, and many others
• Equip the District’s Center for Social Justice and Civil Liberties to play an active role in community outreach.
San Jose-Evergreen Community College District

Dr. Byron Cliff Breland
Chancellor

Wendy Ho
Trustee
DISTRICT ENGAGEMENT WITH DEI TASKFORCE RECOMMENDATIONS AND STRATEGIES

Outcomes & Initiatives
OUR FACULTY AMONG THE MOST DIVERSE IN THE NATION

Chronicle of Higher Education Diversity Index ranking EVC and SJCC:

TOP 5 IN THE NATION
nationally among all two-year public institutions
Leading in DEI

- Focused DEI Recruitment
- DEI Training
- Embed DEI into Evaluations
- DEI Mentor Program
- EEO Multiple Method Funds
Deployed a Campus Climate survey spring 2021
Will evaluate results fall 2021
Colleges offering PD across all constituencies on:

- Humanizing education
- Anti-racism
- Culturally responsive curriculum and student services
IEPI FUNDING

$200K SEED GRANTS

Deepen anti-racism efforts, culturally responsive curriculum and services
Utilizing our faculty expertise
SAN JOSÉ – EVERGREEN COMMUNITY COLLEGE DISTRICT

DEVELOPED WEBPAGE WITH DEI WORK SHOWCASED

STATEMENT OF BLACK LIVES MATTER

San José-Evergreen Community College District expresses its profound sorrow in the wake of the countless individuals of color who have been the victims of systemic and institutional violence.

Recent, high-profile incidents have brought new attention to a long history of deadly racist violence in the United States and have forced individuals and institutions to confront the realities of racism within their own spheres of influence.

As a District, we recognize that in order to achieve our goals—to be student-focused every day, to be a great District to work for, and to uphold our values of Opportunity, Equity, and Social Justice—we must add our voice to the Black Lives Matter Movement.

BOARD RESOLUTIONS

Justice for George Floyd, Condemnation of Institutionalized Police Brutality, and Action Steps
Calling for Solidarity Against Structural Racism
Reaffirming Our Commitment to Student Success for Black Students

DOCUMENTS AND RESOURCES

California Community Colleges Racial Equity Leadership Alliance e-Convening Series
EVC Educators Taking Action Humanizing Curriculum Instruction
EVC IEPI Partnership Resource Team Letter of Interest
SJCC Anti-Racist Action Plans
SJCC Conversations Beyond Chat Dialogue for Action
Trustees adopting resolutions on:

- Anti-racism
- DEI awareness month
- Heritage months
It is the District's belief that taking active and vigorous steps to ensure equal employment opportunity and creating a working and academic environment, which is welcoming to all, will foster diversity and promote excellence.
Increase vendor and contracting participation from all business enterprises including minority, women, and veteran-owned small businesses (BP/AP 6380)

- Weekly Workshops
- Weekly Team Meeting
  - 18-month look ahead projects
  - Demographic report
- Outreach
  - PlanetBids, ads, emails, website, individual and community meetings
Learning, listening, and acting for change.
Our unity is our strength, and our diversity is our power. We reject the myth of “us” vs. “them.”

*We are in this together.*

- Kamala Harris
Palomar Community College District

Jack Kahn
Superintendent/President

Mark Evilsizer
Trustee
DEI INITIATIVES
PALOMAR COLLEGE

TRUSTEE TOWN HALL MEETING
MAY 20, 2021

Presented by
Mark Evilsizer, Vice President, Palomar College Governing Board
Jack S. Kahn, Ph.D., Palomar College Interim Superintendent/President
Overview

A focused and collaborative campus-wide initiative made up of faculty, staff, administrators, and students.

We are not done – we continue to identify approaches, learn from other institutions, and gain new perspectives on the world we live in.
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<td>Space for Black/African American Students</td>
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<tr>
<td>#3</td>
<td>Hiring of Black/African Americans</td>
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<td>#4</td>
<td>Hiring of Diverse Faculty</td>
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<tr>
<td>#5</td>
<td>Audit Classroom Climate</td>
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<td>#6</td>
<td>PD Training</td>
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<td>#7</td>
<td>Black/African American employee protections</td>
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<td>#8</td>
<td>Get out the vote</td>
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<tr>
<td>#9</td>
<td>Black/African American Student Graduation</td>
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New Instructional & Student Services Partnerships/Projects

- All 9 Ethnic studies courses aligned with CSU
- USC Alliance
- Migrant Education Dual Enrollment
- Concilio of San Diego to set goals for LatinX/Hispanic community
- New STEM Hispanic Serving Institution application
- Land acknowledgement to be approved in May
- Funding plan for LatinX events via Palomar College Foundation
- Gender Pronoun Project
DEI Professional Development

• Banning of carotid restraint and Police Academy training
• DEI curriculum created on PD portal
• Numerous healing circles and advocacy events
• How to be an antiracist book clubs
• Black Minds Matter ongoing training & book-club
• Decolonizing your syllabus and curriculum of record audit in progress
• Queer Camp
• 2020 Africana Studies 101 & 102 for faculty and staff (Fall)
• 2021 Chicano Studies 101 & 102 for faculty and staff (Spring)
• History of antiracism article series
Human Resources DEI Focus

- Required antiracism question(s) at application stage for admin and staff positions
- Applicant Social Capital workshop videos (applying and interview tips)
- Library of different affinity job search websites created and required for searches.
- Recruitment of full-time faculty member for Africana Studies (Fall 2021)
- Faculty Senate ad-hoc group looking at Faculty Senate’s Faculty Hiring Procedures in coordination with Equal Employment Opportunity Council for proposal.
- Faculty search reform language DRAFT this May from faculty senate
New Institutional Events

- Administration of the National Assessment of Collegiate Campus Climates survey (NACCC) was launched.
- First Black/African American Graduation Celebration is scheduled for May 2021.
- First Undocumented Student Graduation celebration is scheduled for May 2021.
- First DRC Graduation celebration is scheduled for May 2021.
Next Steps

• Summer project - integrating practices across campus
• Identify outcomes per institution and affinity groups
• Set measured tangible goals
• Keep going!
Breakout Session: Actions Board/CEO Can Take Together to Advance DEI

Assess where you are on the path:

- How has your Board and CEO centered DEI in their work?
  - E.g., has your board discussed DEI relative to student success and completion, staffing, etc.?
- Have you passed the Joint DEI resolution?
- What concerns did the Board or CEO have (if any)?
- What advice or key takeaway would you offer to other districts?
- What talking point that was the ‘best seller’ for DEI?
Breakout Session Logistics

- Facilitators will be assigned to each room
- Choose a Recorder to take notes – ideally a “techie” who can use our easy, online collaboration tool: IdeaBoardz.
  - You will have the IdeaBoardz link in chat
  - Click [+] symbol to add stickies
  - Click corner number (e.g., +0) to upvote stickies
  - Everyone can type / upvote at once
Welcome Back!

Reflections...
QUESTIONS???
Acknowledging Districts that Adopted Joint DEI Resolution *

- Chabot CCD
- Imperial CCD
- Marin CCD
- Monterey Peninsula CCD
- Ohlone CCD
- Palomar CCD
- Pasadena City CCD
- Redwoods CCD
- San Luis Obispo CCD
- Santa Clarita CCD
- Ventura CCD
- West Valley-Mission CCD
- Yuba CCD

* BONUS: Adoption fulfills pending EEO Plan regulations
Recap

District commitment to DEI:
- Adopt Joint Resolution by June 30, 2021
- Board and CEO working together to advance DEI
Resources

Reading:

- Vision for Success DEI Task Force Report
- Title 5 § 51201 Statement on Diversity, Equity, and Inclusion in the California Community Colleges
- Joint Letter Sample DEI Resolution
- Spring 2021 Board Focus – The DEI Movement and the Board Role: A Healthy Start

Reference:

- DEI Glossary of Terms

Contact us:
Adrienne Grey
Adrienne4WVMCCD@comcast.net
Nan Gomez-Heitzeberg
Nan.Gomez@kccd.edu
Future *DEI in Action* Townhalls

Look for future communications to help districts advance DEI

- Summer
- Fall
THANK YOU!

ALL PARTICIPANTS
CCLC STAFF
PLANNING TEAM
FACILITATORS
PRESENTERS
CHAT MODERATOR
COLLABORATORS