DEI TOWNHALL SERIES

DEI DATA 201
BUILDING THE DEIA TOOLKIT (EEO PLANS)

COMMUNITY COLLEGE LEAGUE OF CALIFORNIA
DIVERSITY EQUITY INCLUSION

DEI EVOLVES..........

DIVERSITY EQUITY INCLUSION ACCESSIBILITY

DEIA
DEIA Defined:

- Diversity: Organizational commitment to culture and policies that support individuals in all the ways they differ.

- Equity: Removing advantages and barriers to provide access to the same opportunities for everyone.

- Inclusion: Students and employees of all backgrounds feel supported and valued so they can be their authentic selves.

- Accessibility: Accommodate students and employees of all abilities so everyone can participate in learning and campus life.
CELEBRATING DEIA

86% districts attended 1 or more DEIA Town Halls
DEI TOWNHALL SERIES

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BUILDING THE DEIA TOOLKIT (EEO PLANS)

COMMUNITY COLLEGE LEAGUE OF CALIFORNIA
LOGISTICS

USE CHAT TO:

- INTRODUCE YOURSELF AND YOUR COLLEGE
- POST QUESTIONS AND COMMENTS
WELCOME

Dr. Byron Clift Breland
Chancellor
North Orange County CCD
CEOCCC Board President
SURVEY QUESTIONS

Mary Ann Lutz
Trustee
Citrus College
Town Hall Lead
POP-UP POLL TIME!!
OVERVIEW: DATA 201 and EEO Plan

Student

The ‘Why’ of DEIA

Spotlight

DEIA at a College

Panel Discussion

EEO Plans and DEIA Data

Panel Q & A

Summary

Resources

Coming Events
Linda Wah
Trustee
Pasadena City College
Pasadena Area CCD
David Ramirez
Student Trustee
Pasadena City College
Pasadena Area CCD
POP-UP POLL TIME!!

Community College League of California
INTRODUCTION

Dr. Byron Clift Breland
Chancellor
North Orange County CCD
CEOCCC Board President
DIVERSITY, EQUITY, AND INCLUSION

A JOURNEY AT MODESTO JUNIOR COLLEGE

SANTANU BANDYOPADHYAY, PH.D.

PRESIDENT, MJC
# IMPACT OF DIVERSITY ON SOCIETY

<table>
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<tr>
<th>$12 Trillion</th>
<th>$2 Billion</th>
<th>160 Million women</th>
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<td>• If gender gap is narrowed by 2025</td>
<td>• In potential revenue if financial inclusion efforts broaden services for Black Americans</td>
<td>• may need to change jobs through 2030 due to automation</td>
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Education matters in its own right - public health, government, business, and the humanities rely on education to make progress.

DIVERSITY AT MJC - 2020

- Fragmented/siloed
- Low recognition/high resistance
- Low awareness/support
- Resistance to diverse cultural/gender identity

- No consistent funding stream
- Conversations revolving around “what needs to change”
- Diversity conversation is NOT mainstream
- “We treat everyone equally”
DIVERSITY AT MJC -2021-22

Increase Acceptance
- Activities
- Programs
- Voices

Ensure Continuity
- Funding
- Forum
- Dialog

Lasting Change
- Empowerment
- Institutionalization
- Outcomes
FRAMEWORK FOR MEASURABLE CHANGE

- Recruitment
- Retention
- Recognition

Recruitment → Recognition → Retention → Recruitment
RECRUITMENT

- Training for all in hiring committees
- Recruitment language focused on Diversity
- Continued conversation to stay on top of mind

- Targeted Outreach
- Focus on both students and staff
- Consolidated and continued funding
RETENTION

- Elimination of lower level Math and English Courses
- Bringing majority and minority groups together
  - Recognition of fear
  - Engaging in conversation
- Celebration of small gains

Culture change is often slow and difficult – process, persistence and patience goes a long way
RECOGNITION

• Calendar of multi-cultural activities
  • Black History Month
  • Latinx Comic Arts Festival
  • Chinese Language/Cultural Center
  • PRIDE celebrations

• Identifying Equity/Diversity Champions from employee groups and students
• Empowering Equity/Diversity Champions to address various college committees
WHERE ARE WE HEADED?

• Culturally sensitive pedagogy – curricular change
• DEI as framework of course, program, and institutional learning outcomes
• Commitment to elimination of achievement gap by 2026
• Strategic Plan, Master Plan and Resource Allocation Models aligned with DEI
RESULTS SO FAR.....BY THE NUMBERS

• Significant Increase in Participation at DEI Events on campus…even through COVID 19
• Removing barriers - AB 705 – elimination of lower level courses
• Culturally sensitive policing approach on campus – engaging the student voice
• Hiring faculty that looks like our students – targeted recruitment and support increased diversity among newly hired faculty
• Increased acceptance of relevance and importance of DEI
“You’ll never understand inclusion, until you've been excluded.”

~ René Carayol
PANEL INTRODUCTIONS

Ken Brown
Trustee, El Camino CCD
CCCT Board President
PANEL

Dolores Davison  
President,  
Academic Senate ASCCC  
Co-Chair, Statewide  
Equal Employment Opportunity and  
Diversity Advisory Committee

Dr. Abdimalik Buul  
DEIA Visiting Executive,  
CCCO  
Co-Chair, Statewide  
Equal Employment Opportunity and  
Diversity Advisory Committee

Gregory Smith  
Vice Chancellor Human Resources  
San Diego CCD  
ACHRO Representative, Statewide  
Equal Employment Opportunity and  
Diversity Advisory Committee
Key Points: EEO Plan

EEO plans due in 2022 have 9-month Extension

EEO one-time Best Practice Funding
  1) catalyst for EEO efforts
  2) grants to support innovation

APRIL - EEO Plan Best Practices Handbook available

APRIL - EEO Certificate: Professional Development Modules available

APRIL - System-wide EEO webinar series launches
POP-UP POLL TIME!!
SUMMARY

Dr. Rowena Tomaneng
President
San Jose City College
San José-Evergreen CCD
COMING EVENTS

- 2022 ANNUAL TRUSTEE CONFERENCE: April 29 - May 1
- 2022 DEIA TOWNHALL: Summer Town Hall
- 2022 ACCT LEADERSHIP CONGRESS: October 26 - 29
- 2022 CCLC ANNUAL COVENTION: November 17 - 19
DEIA Call To Action Resources (1 of 2)

Community College/Higher Ed Resources:

- League DEIA Resources/Town Hall Recordings
- CCCCCO DEIA Resources:
- Vision for Success DEI Task Force 2020 Report
- Chancellor’s Office: 6/5/20 Call To Action
- 11/9/20 Call To Action Update
- 6/14/21 Call To Action Update
- SAMPLE CC DISTRICT RESOLUTION: AFFIRMING COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION
- DEI Glossary of Terms
- SSSCC ANTI-RACISM: A Student Plan of Action

- DEI Professional Development Learning Modules – Search for these titles in the CCCCCO Vision Resource Center:
  - “I Don’t See Color, I Just See People: Becoming Culturally Competent”
  - “Playing Behind the Screen: The Implicit Bias in our Colleges”

- CCCT/CEOCCC Joint Resolution: AFFIRMING OUR COMMITMENT TO STUDENT SUCCESS FOR BLACK & AA STUDENTS

- Campaign For College Opportunity Study Reports:
  - Left Out
  - State of Higher Ed for Black Californians
  - Follow The Money
  - State of Higher Ed for Latinx Californians

- CA Governor’s Council For Post-Secondary Education: Recovery With Equity

- BOOK: Sims/Taylor-Mendoza/Wallace/Conaway/Hotep Minding The Obligation Gap in Community Colleges and Beyond
  - 5-Part Webinar Series

- BOOK: McNair/Bensimon/Malcom-Piqueux From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education
Anti-Racism/Racial Justice Self-Study:

- **How Studying Privilege Systems Can Strengthen Compassion**: Peggy McIntosh at TEDxTimberlaneSchools
- **White Privilege: Unpacking the Invisible Knapsack** - Peggy McIntosh
- **ARTICLE**: Cory Collins. *What Is White Privilege, Really?* Recognizing white privilege begins with truly understanding the term itself. Issue 60, Fall 2018
- **VIDEOS**: Robin DiAngelo ❖ Publications ❖ Media ❖ White Fragility Readers Guide
- **BOOKS**: Kendi, Ibram X. ❖ *Stamped from the Beginning*, 2017 ❖ *How To Be An Antiracist*, 2019
- **BOOK**: Wilkerson, Isabel ❖ *Caste: The Origins of Our Discontents*, 2020

Accessibility/Universal Design for Learning Self-Study:

- California State University Long Beach: *Universal Design for Learning* ❖ VIDEOS: UDL Part 1 ❖ UDL Part 2
- CAST.org: *Universal Design for Learning* ❖ VIDEO: UDL at a Glance
- **UDL-Universe: A Comprehensive Faculty Development Guide** - a project of the California State University system
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