DEI IN ACTION: FROM EQUITY TALK TO EQUITY WALK

THURSDAY, SEPTEMBER 30
Fun Facts to Celebrate!

- 62 of 73 California Community College Districts Participated

62 of 73  We Want You!
Fun Facts to Celebrate!

- 20 Districts Attended 4 DEI Town Halls
  - Alan Hancock
  - Chabot Las Positas
  - Redwoods
  - Compton
  - El Camino
  - Gavilan
  - Glendale
  - Kern CCD
  - LACCD
  - Los Rios
  - Monterey Peninsula
  - Mt. San Antonio
  - Ohlone
  - Pasadena
  - San Joaquin Delta
  - San Jose-Evergreen
  - Santa Monica
  - State Center
  - Ventura
  - West Valley-Mission
Fun Facts to Celebrate!

- 13 Districts Attended 3 DEI Town Halls
  - Cabrillo
  - Citrus
  - Grossmont-Cuyamaca
  - Marin
  - Mt. San Jacinto
  - North Orange
  - Peralta
  - Rancho Santiago
  - Rio Hondo
  - San Luis Obispo
  - Victor Valley
  - West Hills
  - Yuba
DEI Spotlight: Mt. San Antonio College

- Since 2019, 383 students, faculty and staff have completed equity certificates in education on Unconscious Bias and Racial Microaggression.
- Since Fall 2020, Professional and Organizational Development has facilitated 198 sessions on DEI topics.
- Mt. San Antonio College partners with the USC Race and Equity Center, and about 30 staff and faculty members have participated in the Community College Leadership Alliance.
CONGRATULATIONS, DEI CHAMPIONS!
WELCOME

Dr. Byron Clift Breland
CEOCCC Board President
Chancellor
San Jose-Evergreen CCD
Behind the Scenes.....

**Communication and Outreach**
- Barbara Calhoun
- Bill Withrow
- Cindi Napoli-Abella Reiss
- Desiree Portillo-Rabinov
- Mark Evilsizer
- MaryAnn Lutz
- Sally Biggin
- Sue Chan
- Tammy Silver
- Vicki Gordon

**Programming and Presentation**
- Adrienne Grey
- Raquel Rall
- Sharoni Little
- Trisha Murakawa
- Nan Gomez-Heitzeberg

**CCLC Staff:** Laura Murrell, Sylvia Harris, Jimmy Madrigal, Rina Kasim
Agenda and Introduction

Trisha Murakawa
Trustee
El Camino CCD
Agenda

- Celebration
- Overview
- Preview Trustee Survey Results
- Los Rios District
- Trustee CEO DEI Q&A Panel
- Wrap up
Preview Trustee Survey

Why the Survey?

Ken Brown
Trustee
El Camino CCD
CCCT Board President
Trustee Survey – Who We Are

- All 73 Districts Responded with at least 1 Trustee
- 38.8% of All Trustees Responded – 171 of 440 Trustees
  - 52% of respondents are over the age of 65; 16% are age 50 or younger
  - 88% of respondents hold a BA or higher, with 66% holding a master’s, doctoral, or professional degree
  - 88% of respondents have either attended a CCC themselves (68%) or had a family member who attended (58%)
  - 38% of respondents have served fewer than five years, while 21% have served 15 years or more
Top Reasons for Running for a Board

- Desire to make a difference in their community
- Sense of civic duty
- 56% of respondents were actively recruited to run for the board
Top 3 Priorities for Trustees

- Enrollment
- Safe Return to in-person instruction
- Fiscal Stability
Greatest Opportunity for Trustees

• Recognizing that advancing DEI addresses the top priorities ... and more

Greatest Challenge for Trustees

• Integrating DEI thinking into all we do, not treating it as a separate initiative
Moving Forward...

• Conduct Annual Survey
• Add Student Trustees
• Secure More Respondents
Introduction

Mark Evilsizer
Trustee
Palomar CCD
Los Rios Community College District

Dr. Brian King
Chancellor
Los Rios CCD

COMMUNITY COLLEGE LEAGUE OF CALIFORNIA
Introduction

Jose Alcala
Trustee
Riverside CCD
Facilitators

**Facilitator**
Linda Wah
Trustee
Pasadena Area CCD

**Facilitator**
Joseph Williams
Trustee
San Bernardino CCD
Member Board of Governors
DEI Question and Answer Panel

Dr. Brian King
Chancellor
Los Rios CCD

Dr. Byron Clift Breland
CEOCCC Board President
Chancellor
San Jose-Evergreen CCD

Ken Brown
Trustee
El Camino CCD
CCCT Board President

Dr. Cynthia Napoli-Abella Reiss
Trustee
Peralta CCD
DEI QUESTIONS ANSWERED

Please insert your questions into the chat
Wrap Up, Events, and Resources

Dr. Sharoni Little
Trustee
Compton CCD
Upcoming DEI Events

- **October 13-16**  ACCT Leadership Congress: *Advancing Diversity, Equity, & Inclusion*
- **November 16-19**  CCLC Annual Convention
- **December 9**    CEO/Trustee DEI Town Hall #6
- **January 28-30**  Effective Trusteeship & Board Chair Workshops

• *Additional Townhalls and Webinars will be added as needed*
DEI Call To Action Resources

Community College/Higher Ed Resources:

- CCCCO DEI Resources: ◆ Vision for Success DEI Task Force 2020 Report ◆ Chancellor’s 6/5/20 Call To Action letter, webinar and links ◆ Chancellor’s 11/9/20 Call To Action Update ◆ Chancellor’s 6/14/21 Call To Action Update
- SAMPLE CC DISTRICT RESOLUTION: AFFIRMING COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION ◆ DEI Glossary of Terms ◆ CCCCO Vision Resource Center
- 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
- 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
A Special Thank You

- Presenters
- CCLC Staff
- CEO REIE Taskforce
- Trustee DEI Steering Committee
- Town Hall Planning Team
Goodnight, Everyone!