Overview of DEIA Integration Plan Progress
Last Modified: 9/28/2022

DEIA Systemwide Taskforce
- 68 recommendations form an integration plan to increase diversity of CCC full- and part-time faculty, classified staff, and educational administrators through hiring, recruitment, and retention efforts, and to instill equity-minded policies, practices and behaviors systemwide

Accomplishments
1. Over 50% of districts pass local DEIA resolutions
2. DEI Awareness Month in April of each year
3. Faculty and staff mentoring
4. DEIA modules and town halls
5. BOG approval of EEO Plan & Employee Eval/Tenure Review regs

Remaining Work
- Final adoption of BOG-approved EEO Plan and Employee Eval & Tenure Review regulations
- Incorporating Hiring & Retention Best Practices
- Integrating Student Grievance Process Best Practices
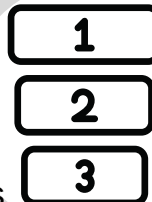
Where are we Now - Local Implementation
ENGAGE in DEIA by supporting and overseeing:
1. Institutional strategies driven by Board Resolutions & Policies
2. Interactional strategies to cultivate buy-in and cultural competency
3. Individual strategies such as training and mentoring that promote supportive and inclusive behaviors
4. EEO Plan & Employee Evaluation/Tenure Review regulatory changes
5. Regular and ongoing CEO and Board Evaluation of DEIA progress

Approach to the Work - Steering Committee + Teams:
- Leadership Development
- Communication & Outreach
- Professional Development
- Evaluation & Accountability

Timeline
- Study
- 4 Workgroups Created
- Workgroup Submissions
- Board of Governors Approval
- **Implementation (We are here!)**

*The work is **ongoing**. In all of your trustee **roles and responsibilities** (budget, mission, selecting CEOs, etc.) **center the DEIA lens.***

See the Reverse side for how YOU CAN JOIN US

Your Role in Advancing
Diversity, Equity, Inclusion, & Accessibility
DEIA Onboarding for Incoming Trustees

Make the Connection

You may have connected with a colleague on the DEIA committee, found the information indirectly via the website, or by word of mouth. Regardless, connect with the DEIA Trustee Chairs to get started with (or to amplify) this work at your institution, in your district, and in the system.

Attend DEIA Meetings

Steering Committee Meetings are held virtually, usually on 2nd and 4th Tuesdays of the month at 8am PST. League staff provides calendar invites and log-in info. Chairs provide agendas and notes. Meetings are key to staying abreast on vital information about systemwide DEIA and related information.

Join a Team and Get Involved!
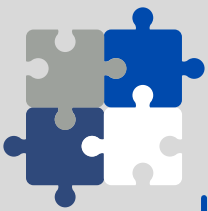
- Communication & Outreach (Chair: Trisha Murakawa)
- Evaluation & Accountability (Chair: Tammy Silver)
- Leadership Development (Chair: Oscar Valladares)
- Professional Development (Chair: Mary Ann Lutz)

DEIA Co Chairs:
Adrienne Grey
Nan Gomez-Heitzeberg

Attend Team Meetings

To maximize the reach and efficiency of the work of the DEIA committee, meeting with smaller groups is important. Much of the work happens in these smaller, more focused Teams. Team meeting times are agreed on by members. Teams report key updates to the Steering Committee.

Take Part in Professional Development

There are numerous professional development opportunities that will benefit you and your districts. Webinars, town halls, equity training, certifications, conferences, and more opportunities are available to keep you up to date on the latest information.

Take Action
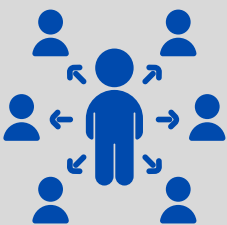
Lead your district in **Diversity, Equity, Inclusion,** and **Accessibility**. Check your biases. Keep learning. Share your experiences. Show up, engage and get your colleagues involved in this important work. Your participation and commitment will maximize student success. When it comes to DEIA, we all have a role to play. Be intentional. Be consistent. Be relentless.

For more information, visit the **Diversity, Equity, Inclusion and Accessibility (DEIA) website**
https://ccleague.org/advocacy/workgroups-and-taskforces/diversity-equity-inclusion-and-accessibility