



**Racial Equity and Inclusive Excellence (REIE) Taskforce**

**Tuesday, February 9 2021 - 7:30am – 8:30am**

**NOTES**

**I. ACHRO DEI strategy Recommendations - Gregory Smith and Irma Ramos (30 min)**

**Diversifying Selection Committees**

The overall philosophy is that the qualification of how well we serve the diverse communities within our system, has been undervalued in the hiring and evaluation processes and the focus has been, on how to use these as a way to increase the significance of that qualification or that set of qualifications. The focus on committee participate was in part because a CCCT workgroup was focused on this topic and brought in the Student Senate and CIOs to look at this are. Those partnerships and conversations led to the recommendations in the provided document, with the main issue being identified as a lack of diverse perspectives. The document included a strategy proposal, current challenges and strategy recommendations in the areas of training, technology, diversifying committee membership requirements and the tracking and review of committee diversity. There were also recommendations around EEO and compliance considerations. Feedback was sought from the taskforce and some of the suggestions included the below. **Please continue providing feedback to ACHRO by February 19th.**

- Provide to the board, CEOs and those involved in hiring, information on how many applicants there were versus who was hired, to show the complete applicant pool
- Limit the amount of requirements for applications, and employ a blind screening process. One institution utilized the USC Center on Race Equity's process for reviewing job descriptions. An additional comment was to look at job description components that are designed to exclude versus include.
- Within the training recommendation, communicating that adding the lived experience as is relates to the students served is of value, and providing various examples of this.
- Work on changing the mindset around the work of hiring and make sure enough time is invested in the interview process and not just scheduled for the minimum required number of candidates.
- Make sure CEOs are connecting with hiring committees about what types of candidates they are looking for.

**Student Participation in Selection Processes**

The focus was on how can students be utilized to elevate the prioritizing of how well candidates are going to serve students. Members of the Student Senate participated in the discussion and identified a number of barriers to participation including financial constraints, as they are not paid to be on the committees. Although not feasible for some colleges a recommendation was for HR to assess budgets to identify if funding is



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available. A concern around student involvement was maintaining confidentiality and EEO compliance, and a question was raised about training that students receive around participating in a selection decision effectively. Also of note was identifying which students participate as this may create uncomfortable dynamics if a student may potentially end up in the class of the faculty member. Strategy recommendations include opportunity for formal and informal participation in committees, participation in final interviews and recommendations around EEO and compliance. Examples of what is being done and suggestions included the following

- At one institution the student is involved in the final interview process.
- Another institution has the candidate teach a class in their field and gets direct feedback from the students.
- Push past the focus on the lack of academic background being viewed as a reason to not include students, and provide some more context. There has been some pushback from the Academic Senate because of this.
- Madera Community College is establishing a Student Advocacy Council.

### II. Updates from DEI Implementation Workgroup

The workgroup met and reviewed progress. Meetings will be scheduled with various stakeholder groups to review drafts being produced and provide feedback. There is a request for CEOs to provide feedback on CEO professional development modules that the Chancellor's Office is developing. The ask is for any specific topic areas that need to be addressed and are there any recommendations of experts on specific topics, such as change management, culture shift, etc.

Please provide your feedback to Rowena via [Rowena.Tomaneng@sicc.edu](mailto:Rowena.Tomaneng@sicc.edu) by Tuesday, February 16<sup>th</sup>.

### III. Stakeholder Meeting Schedules

CEO-REIE Taskforce Liaisons, Sandra Fried and AVC Siria Martinez are still working on gathering all the schedules.

### IV. CEO Representation in DEI Panels/Presentations

There is a request for CEO participation for DEI related meetings sponsored across various stakeholder groups including the Statewide Student Senate General Assembly, March 26<sup>th</sup> and 27<sup>th</sup>, where Ebony Lopez from the CCCCCO is submitting a DEI related proposal. The theme for the assembly is "Growth and Resiliency." Rowena is listed as participating and she has proposed Angel to join to discuss his collaboration w/students at Madera.

A list of upcoming Spring presentations will be shared to gather interest in participating any of these events and presentations.



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The Annual CEO Symposium is February 25-26 with a DEI session on 2/25 from 1-2pm. This taskforce's engagement in that presentation has been requested. There will be facilitated breakout groups with other CEOs to engage them in conversations about work already being done around DEI, challenges, support needed, and other topics.

Please let Rowena, [Rowena.Tomaneng@sjcc.edu](mailto:Rowena.Tomaneng@sjcc.edu), know by Tuesday, February 16th if you are available so we can assign you a breakout room to facilitate small group discussion w/our colleagues.

**V. CEO Professional Development**

Moved to next meeting.

**VI. Next Meeting: Thursday, March 11, 7:30am**