



Racial Equity and Inclusive Excellence (REIE) Taskforce

Thursday, March 11, 2021

7:30am – 8:30am

NOTES

I. CEO Symposium-DEI Session Debrief and Follow Up

Suggested was a longer session, possibly in the early summer for up to two hours, to follow up on the DEI discussions that took place at the CEO symposium to continue the conversations around DEI challenges, strategies and implementation. Other feedback was to focus on specific areas such as hiring and the in-classroom experience, mentoring, or others. The result would be suggestions on the type of professional development that needs to take place. Another recommendation was to consider a DEI award during April. Also shared was a CSU video titled “We Stand Together”, a number of CEOs making statements against racism, with the thought that something similar could be created by community college CEOs.

II. DEI Implementation Work Group Update (5 minutes)

Two presentations took place at the workgroup meeting, one from Los Rios surrounding language that was included in the union contract to ensure focus on DEI, the other from Campaign for College Opportunity on the report they released around DEI. A link to the two presentations will be shared. For Los Rios, the win in contract negotiations was getting equity reflection as part of the faculty evaluation process. Faculty would have to look at disaggregate data and write in their evaluation if they have noticed in any disparate outcomes in their courses. This resulted from African American faculty and administrators putting pressure on their faculty peers to do the right thing around DEI.

III. April DEI Awareness Month (10 minutes)

A template for a resolution to adopt April as DEI Awareness Month was provided by the Chancellor’s Office DEI Implementation Work Group, and the request was made to share this with districts for board adoption. The resolution is also on the CEOCCC Board agenda for adoption at their March 12 meeting.

In addition to adopting the resolution, CEOs are being asked to engage in activities around educating others around the importance of DEI.

IV. ACHRO presentation of DEI Exit Survey Recommendations (30 minutes)

Gregory Smith from ACHRO presented on the recommendations. Exit interviews are important because if institutions don’t know why employees leave, especially when there are issues around inclusion and barriers to participating in the workplace, because of race, ethnicity, gender identity and other protected statuses, then it is difficult to



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know where to focus culture change efforts. The goal is to gather and aggregate the information and then report it to the CEOs and boards to provide a status on where we are and where work is needed.

The DEI focused exit interview questions were developed based on the UCLA Higher Education Research Institute (HERI) staff climate survey, and implemented with some modifications on an annual basis would provide information in real time from current employees. The questions include personal information, reason for leaving, satisfaction in their work, quality of relationships, salary, and a variety of DEI institution questions, including how the organization responds to issues, level of respect, and the general culture.

Some challenges include individuals completing the exit interview, which in some cases could be resolved by creating incentives, or allowing access to the interview questions for a length of time after departure. Another suggestion was to have another avenue to submit the feedback in the event that the HR department is part of the issue. ACHRO also has a data analysis workgroup that provides recommendations in this area.

V. Next Meeting: Thursday, April 15, 7:30am