DEAI TOWNHALL SERIES

DEIA: PROGRESS, PRACTICE AND PROMISE

THURSDAY, MARCH 2
6:00 p.m. - 7:30 p.m.

COMMUNITY COLLEGE LEAGUE OF CALIFORNIA
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

Districts Registered for 1 or more DEIA Townhalls

70 out of 73 Districts
CELEBRATING DEIA

Districts with Most Participants

• Ohlone CCD
• Pasadena Area CCD
Where can I find townhall recordings and slides?

Community College League of California

CCLC Website

DEIA Webpage
CELEBRATING
Women’s History Month
International Women’s Day, March 8
Girls’ Day/Hinamatsuri, March 3
WELCOME

Deborah Ikeda
Trustee, State Center CCD
CCLC Trustee Board Member
ACCT DEI Committee Member
LOGISTICS

USE CHAT TO......

❖ INTRODUCE YOURSELF AND YOUR COLLEGE

❖ POST QUESTIONS AND COMMENTS
DEIA: Progress, Practice and Promise

- Speaker: Ernest Mitchell, Jr – Experience as a community college alumni
- Panel: Progress - Adrienne Grey, Practice - Rowena Tomaneng, Promise - Kristina Hannon
- Questions and Answers
- Summary – Tammy Silver
- Resources & Coming Events
Serina Mummert
Student Trustee
Citrus CCD
Ernie Mitchell, Jr.
Alumni
Long Beach CCD
Does your college or district request feedback from alumni regarding their experience on your campus?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>I am unsure</th>
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Panel Moderator

Nan Gomez-Heitzeberg
Trustee
Kern CCD
CCCT & ACCT Board Member
PANEL: Progress, Practice, Promise

Adrienne Grey
Trustee
West Valley Mission CCD

Dr. Rowena Tomaneng
President
San Jose College
San Jose Evergreen CCD

Kristina Hannon
Vice Chancellor Human Resources and Police Services
San Bernardino CCD
DEIA Town Hall: Progress, Practice and Promise

Progress is presented by Adrienne Grey, Trustee
West Valley Mission Community College District
DEIA Defined:

- Diversity
- Equity
- Inclusion
- Accessibility

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

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

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

Ensuring Accessibility
Accommodate students and employees of all abilities so they can participate in learning and campus life.
Vision for Success DEI Task Force Report*
68 DEI Recommendations

2017:
- Vision For Success

2020:
- DEI Task Force Report

2020-2022:
- DEIA Implementation Workgroup
- BOG Regulatory Changes
- CCCCO Guidance Memos
- Statewide Commitment, Advocacy, Accountability
- Sample DEI Resolution adopted by 37 Districts

2022 and ongoing:
- Local District Implementation & Continuous Improvement

*https://www.cccco.edu/About-Us/Vision-for-Success/diversity-equity-inclusion
Systemwide DEIA Success Examples

**Organizational Commitment:** Title 5 Statement on DEI; DEIA Board Resolution; establish DEIA position or department; CCCT DEIA workgroup & CCLC standing DEIA agenda item

**Professional Development:** Board/Individual/District-level professional development; CCCC0 DEIA Fundamentals Modules; Excellence in Trusteeship program DEIA Competency; CCLC webinars & DEIA Townhall Series (Trustees & CEOs); local/regional/statewide groups like: Equity Avengers, Colleagas, & A²MEND

**Data Analysis:** Vision for Success Goals; Expanded Disaggregated Data Categories; Third-Party Research Reports (e.g., Campaign for College Opportunity)

**Student Services:** Basic Needs Centers; Development of services specific to equity/opportunity gaps

**Instruction/Curriculum:** Review and revise curriculum with DEI Lens; UC/CSU/CCC Ethnic Studies requirement; DEIA Evaluation & Tenure Review Regulation

**Policies & Procedures:** Campus police reform, ACCJC & CCLC review of policies with DEIA Lens
Locally, DEIA should be Integral to All We Do

Diversity
- Policies, Procedures, Budget, Board Agendas, Committees, Facilities Plan, Educational Master Plan, Classroom Pedagogy

Equity
- SEA Plans, EEO Plans, DEIA Training (Implicit Bias, Cultural Competency, Anti-Racism, Intersectionality, Universal Design...)

Inclusion
- Dual Enrollment, Guided Pathways, Caring Campus, Umoja, Puente, EOPS, MESA, Student Government & Affinity Centers

Accessibility
- Basic Needs Center (Food, Clothes, Vouchers...), Childcare, Student Housing, Transit Passes, OER Textbooks, Fee Waivers

Diversity, Equity, Inclusion, Accessibility

Locally, DEIA should be Integral to All We Do
DEIA Town Hall: Progress, Practice and Promise

Practice is presented by Rowena Tomaneng, President San Jose City College, San Jose-Evergreen CCD
DEIA Town Hall: Progress, Practice and Promise

Promise is presented by Kristina Hannon, MA., Vice Chancellor Human Resources and Police Services, San Bernardino CCD
San Bernardino Community College District (SBCCD) has undertaken various efforts to address workplace diversity, student equity and inclusive (“DEI”) practices. These efforts include the District’s Equal Employment Opportunity Plan, Student Equity Plans at each respective college, a commitment to diversity (BP7100), as well as strategic goals in the Districtwide Strategic Plan (2021-2025). Purposeful and meaningful commitment to these written plans require implementation through coordinated efforts of personnel. With the various Plans and goals being located in different divisional areas or campuses, a cohesive and comprehensive approach is essential to ensure the District as a whole is moving in a more coordinated fashion to reach the same goals of strengthening improving and strengthening its DEI Initiatives.
The SBCCD Promise

- Adverse Impact Toolkit for all recruitments
- Auditing our internal policies and practices
- Creation of our HR-DEIA Committee
- Creation of our Bias Education and Action Team
- BIPOC workload analysis
- Creation of our AAPI Vested Group
- Engage with community partners to address local diversity, equity and inclusion barriers
Ensuring the Promise for our Students

HRDEIA Committee

Committee Charge: Align Districtwide DEI efforts and ensure adequate support is available. The Advisory committee will also conduct research and make DEIA recommendations to the Chancellor’s Council. This Committee will also ensure implementation of the EEO Plan, District DEIA Initiatives and Oversee the work defined in the Nine Multiple Methods.

Bias Education and Action Team

Responsible for reviewing incidents of hate/bias and providing appropriate restorative suggestions. Additionally, the B.E.A.T. will be a resource for providing anti-hate outreach and monitoring campus climate for trends.
Adverse Impact Analysis

- Know where each law and policy comes from
- Understand local power and authority when creating/updating policies
- Audit your own policies and procedures regularly

BIPOC Emotional Labor Analysis

- Understand the pressures of BIPOC faculty, staff and student leaders that are not tied to a job description but producing labor.
QUESTIONS

COMMUNITY COLLEGE LEAGUE OF CALIFORNIA
How was this panel discussion helpful to you in your role?
(select all that apply)

1st: Gave me great tips
2nd: I learned something new
3rd: I will take this information back to my college
4th: Answered my questions
5th: I don't know what to do with this information
6th: This was not helpful to me
Which component of the town halls - past and present - do you find most helpful? (Choose up to 3 options.)
POP-UP POLL TIME!!

What is your preference for the length of the town hall?

1st: 1 hour and a half - 90 minutes
2nd: 1 hour and 15 minutes - 75 minutes
3rd: 1 hour - 60 minutes
SUMMARY

Tammy Silver
Pasadena City College Trustee
CCCT Board Member
DEIA Call To Action Resources (1 of 2)

Community College/Higher Ed Resources:

- League DEIA Resources/Town Hall Recordings  
- CCCCO 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  
- DEIA Glossary of Terms  
- SSSCC ANTI-RACISM: A Student Plan of Action  

- DEI Professional Development Learning Modules – Search for these titles in the CCCCO 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  

- BOOKS, VIDEOS & SERVICES by Drs. J. Luke Wood and Frank Harris III:  
  - BOOKS  
  - VIDEOS  
  - SERVICES  

- 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
DEIA Call To Action Resources (2 of 2)

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

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
Your Role in Advancing Diversity, Equity, Inclusion, & Accessibility

Make the Connection
Attend DEIA Meetings
Join a team and get involved!
Attend Team Meetings

DEIA Co Chairs:
Adrienne Grey
Nan Gomez-Heitzeberg

For more information:
Your Role in Advancing Diversity, Equity, Inclusion, & Accessibility

Steering Committee:

• Adrienne Grey * DEIA Co-Chair
• Barbara Calhoun *
• Bernardo M. Perez *
• Crystal Jackson
• Debbie Ikeda *
• Joseph Williams
• Ken Brown * Co-Chair- Leadership Development

• Mary Ann Lutz *- Chair- Professional Development
• Nan Gomez-Heitzeberg * DEIA Co-Chair
• Oscar Valladares- Co-Chair- Leadership Development
• Sally Biggin
• Sharoni Little
• Sue Chan *
• Tammy Silver *- Chair- Evaluation & Accountability
• Trisha Murakawa- Chair- Communications & Outreach

*CCCT board members
COMING EVENTS

Trustee Webinars
• June 8, 2023, 12PM

Town Halls
• June 1, 2023, 6PM

League Events
• Annual Trustees Conference, May 5-7, 2023
• CEO Leadership Academy, July 20-23, 2023
• Student Trustees Workshop, August 4-6, 2023
• Annual Convention, November 16-18, 2023

Other Events
• ACCT Leadership Congress, October 9-12, 2023
Annual Trustees Conference
May 5-7, 2023
Monterey Plaza
Are you aware that the accreditation standards I.B.7, I.C.5, and IV.C.7 require *every institution* to regularly review/evaluate its board policies (BPs) and administrative procedures (APs)?

Enlist the League’s assistance by contacting

**Dr. Jane B. Wright**
Director of Policy and Procedure Services

at [jwright@ccleague.org](mailto:jwright@ccleague.org)
The League’s Policy & Procedure Service (172 BPs + 229 APs = 401 total docs) includes legally compliant templates for addressing:

- Title IX compliance
- Free Speech
- Clery Act compliance
- Public Records Act
- Family Educational Rights and Privacy Act (FERPA)
- Student Discipline
- Nondiscrimination
- Prohibition of Harassment
- Service Animals
- 37 policies and 40 procedures with direct accreditation standard section references!

Enlist the League's assistance with updating your BPs/APs by contacting Dr. Jane B. Wright, Director of Policy and Procedure Services, at jwright@ccleague.org
Special Thanks to CCLC Staff!
THANK YOU for ATTENDING!