

TRUSTEE TOWNHALL SERIES

DEI IN ACTION: CEO AND BOARD PARTNERSHIP TO ADVANCE DEI



Welcome! A Few Logistics...



Vicki Gordon
Former Trustee
Contra Costa

➤ Chat:

- Introduce yourself and your district
- Chat your questions as we go along — we will address in Q&A segment
- Engage on Social Media
#3CTinAction



Agenda

- Welcome / Logistics
 - Introduction / Overview
 - DEI: Board/CEO Partnerships
 - Breakout Group Discussion
 - Recap & Resources
- 

Leadership Transitions...

The Vision Endures



Adrienne Grey
Trustee West Valley-Mission
Past CCCT Board President



Ken Brown
Trustee El Camino
CCCT Board President

DEI Progress Summary

Year One of Forever



**Adrienne Grey, Co-Chair
CCCT DEI Workgroup**



**Rowena Tomaneng, Co-Chair
CEOCCC Racial Equity and Inclusive
Excellence (CEO-REIE) Taskforce**

Vision for Success DEI Task Force Report*

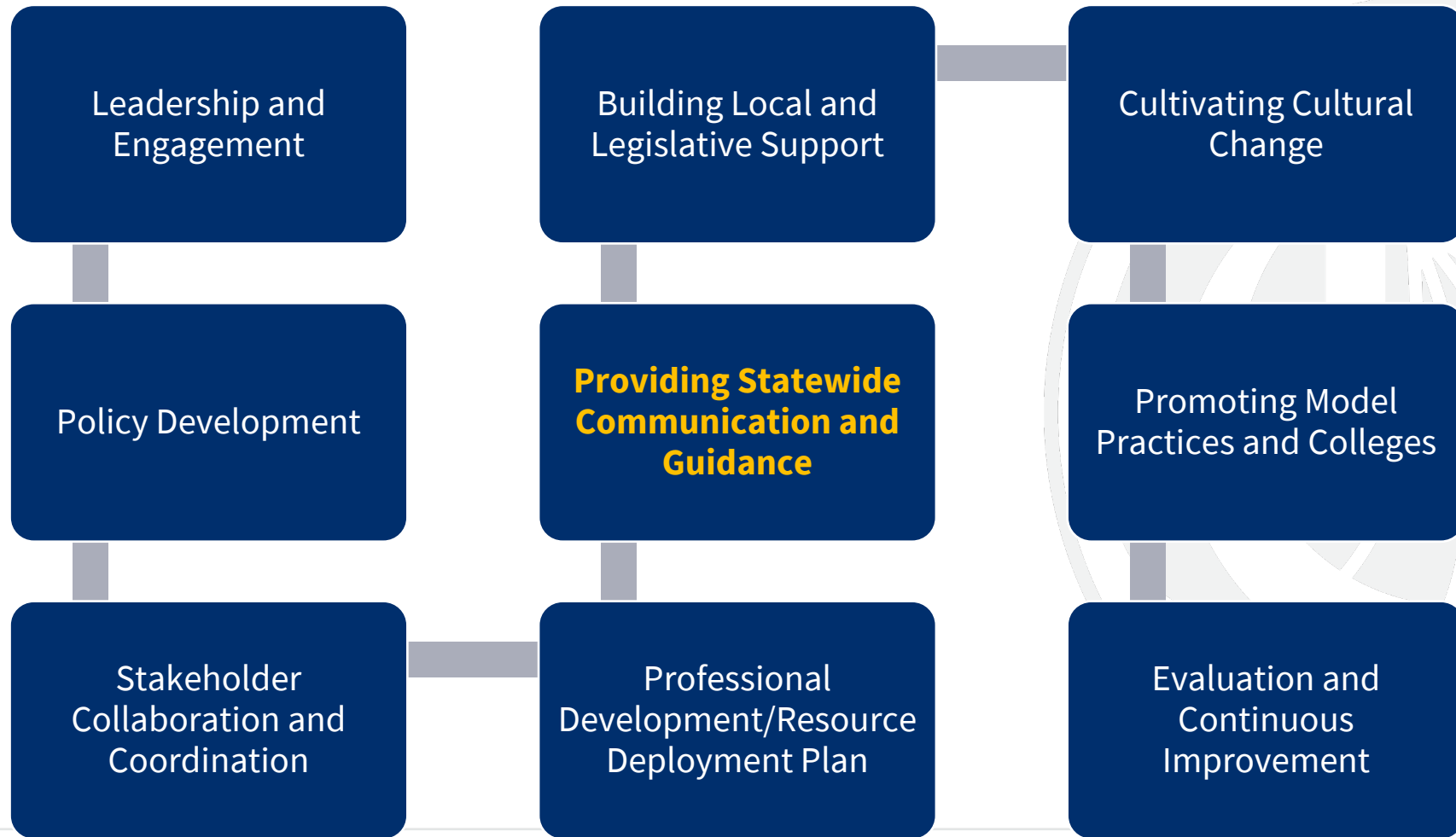
68 DEI Recommendations



- Regulatory Changes
- Guidance Memos
- Statewide Commitment and advocacy
- Accountability



DEI Integration Plan



CCCT DEI Integration Workgroups

Steering Committee: Meredith Brown, Brigitte Davila, Mark Evilsizer, Adrienne Grey, Linda Wah

Group	Co-Chairs	Members	Group	Co-Chairs	Members
Group 1: Workforce Data & Diversity Hiring <i>Coach: Adrienne Grey / Meredith Brown</i>	Debbie Ikeda Mayra Cruz Sue Chan	Barbara Calhoun David Ramirez Debbie Ikeda Ludmyrna Lopez María Alegría Marisa Perez Mayra Cruz Mike Fong Sue Chan Vicki Gordon	Group 3: Professional Development & Mentoring (Internal/External) <i>Coach: Mark Evilsizer</i>	Char Bland Bernardo M. Perez	Alex Davis Bernardo M. Perez Char Bland Dorothy Battenfeld Jose Alcala Maggie Fishman Sharoni Little Tammy Silver Yvette Davis Zeke Hernandez
Group 2: Mission Statement & EEO Plans & Celebrate Diversity <i>Coach: Adrienne Grey / Brigitte Davila</i>	EEO: Adrienne Grey Nan Gomez-Heitzeberg MISSION: Sally Biggin Vicki Gordon	Adrienne Grey Clara Starr Craig Milgram Jim Osterling Judy Chen-Haggerty Michael Terry Nan Gomez-Heitzeberg Narges Rabii-Rakin Sally Biggin Susan Alves Vicki Gordon Yuri Anderson*	Group 4: Exit Interviews & Faculty Evaluations <i>Coach: Linda Wah</i>	Cindi Napoli-Abella Reiss Stephan Castellanos*	Alex Randolph Cindi Napoli-Abella Reiss Colleen Mullery Janet Rivera Jewelian Johnson Linda Wah Loren Steck Nitasha Sawhney Stephan Castellanos*

* 2020

1. PROGRESS

The CCCT DEI Workgroup has been hard at work developing recommendations to achieve the goals outlined in the CCCT Integration Plan. In partnership with collaborating associations, accomplishments include:

Diversifying Screening Committees: Finalized guidelines combining inputs from ACHRO, ASCCC, CCCCIO and ACCT’s “DEI Checklist and Implementation Guide.” Guidelines for **Hiring Data Collection/Reporting** to local governing boards will be finalized in May. CCCT recommends governing boards review and modify Board policies every 5 years at minimum, more often if diversity goals are not achieved, holding the CEO accountable for outcomes.

Diversity Mission Statement: Developed and communicated a [DEI Resolution template](#) via [joint letter](#) co-signed by Chancellor Oakley and both CCCT and CEOCCC Board Presidents encouraging local adoption by June 30. Introduced resolution concept and goal via an April 1 Trustee Town Hall. A second Town Hall is planned May 20. As of this writing, we have confirmed 12 districts that have adopted the resolution.

Presented final **Mentoring** recommendations to the DEI statewide workgroup and presented **Professional Development** recommendations to the Chancellor’s Office. These conversations will continue in May so that we understand factors such as input from different sectors on campus and theoretical underpinnings.

Presented **Exit Interview** final recommendations, including yearly reporting of data/analysis for local governing boards to indicate patterns, potential changes in policy/fund allocation to improve outcomes and continually reassess structures; ACHRO integrated into a toolkit to be shared systemwide.

Ongoing efforts to build and strengthen partnerships with DEI associations. The CCCT workgroup meets weekly and joins other associations to advise their Integration Plan efforts, including ASCCC on **Faculty Evaluation**, SSSCC on creating a more accessible and resolution-oriented **Student Grievance Process**, and the Chancellor's Office on **EEO Plans**.

2. ORGANIZATIONAL INTEGRATION

The CCLC has prioritized Advancing Racial Equity as an organizational goal. Accomplishments: 1.) added a DEI competency as a required element of the *Excellence in Trusteeship* certification program, 2.) DEI in general sessions at League conferences, 3.) fast-tracking DEI-focused updates to Policy & Procedure templates subscribed by member districts, 4.) integrating DEI throughout Advocacy, Leadership Development and District Services departments and employing best-practices to engage CEOs/Trustees through communications/training and unified messaging.

3. ONGOING WORK IN 2021

The CCCT is leveraging League resources to communicate recommendations to local districts for adoption and implementation. The CCCT will engage in continued promotion of the DEI Resolution, including May 20 Town Hall, FAQ, problem-solving workshops, DEI values-based budgeting training; and continued engagement with stakeholder subcommittees to articulate baseline (existing policies/procedures/practices), desired outcomes, and reporting requirements for EEO Plans, Professional Development, Faculty Evaluation and Student Grievance Process.

4. NEEDED FROM BOG/CCCCO

To advance the DEI Integration efforts moving forward, the CCCT would like the Board of Governors and the Chancellor's Office to do the following: develop incentives, policies and regulations codifying DEI recommendations; create regulatory changes linking DEI Board Resolutions to EEO Plans; identify a stable source of funding for at least one full-time equivalent (FTE) district resource to compile, analyze and report EEO Plans and other DEI progress indicators; provide technical assistance to produce DEI-focused online courses; explore hiring an external entity to conduct exit interviews as an independent, culturally competent, "safe space" to elicit candid feedback/data; and partner with ACCJC to explicitly reflect DEI in accreditation standards.

CEO-RACIAL EQUITY AND INCLUSIVE EXCELLENCE (CEO-REIE) TASKFORCE MEMBERS

Co-Chairs:

Area 2 - Ed Bush, Cosumnes River College

Area 11 - Martha Garcia, Imperial Valley College

Area 5 - Rowena Tomaneng, San Jose City College

Members:

Area 1 - Samia Yaqub, Butte-Glenn CCD

Area 3 - Jim Houpis, Modesto Junior College, Angel Reyna, Madera Community College, and Claudia Habib, Porterville College

Area 4 - Jamillah Moore, Cañada College

Area 6 - Julius Sokenu, Moorpark College

Area 8 - Erika A. Endrijonas, Pasadena City College, Mary Gallagher, Los Angeles City College, Alberto J Roman, East Los Angeles College

Area 9 - Diana Rodriguez, San Bernardino Valley College, Dan Walden, Victor Valley College

Area 10 - Joanna Schilling, Cypress College, Angelica Suarez, Orange Coast College

Area 11 - Julianna Barnes, Cuyamaca College

CEO-REIE TASKFORCE ASSIGNMENTS

Taskforce members working w/different constituent groups highlighted under the six activities below to ensure cross-functional collaboration is achieved and work is aligned.

- Strategy 1: **Mentoring** – Samia Yaqub, Angelica Suarez, Angel Reyna, Julius Sokenu, Erika Endrijonas, JoAnna Schilling, Alberto Roman
- Strategy 2: **Workforce Data** – Julius Sokenu
- Strategy 3: **EEO Plans** - Samia Yaqub
- Strategy 4: **Diversify Search Committees** – Claudia Habib, Julianna Barnes, Erika Endrijonas, Dan Walden, Alberto Roman
- Strategy 5: **Exit Interviews** - Erika Endrijonas, Diana Rodriguez
- Strategy 6: **DEI Awareness Month** – Julianna Barnes, Julius Sokenu, JoAnna Schilling

***co-chairs assisting with multiple strategies as needed**

CEO-REIE DEI INTEGRATION PLAN ACTIVITIES UPDATE

Completed

- Established Taskforce & Schedule, Working w/ CCCCO Liaisons, Dr. Siria Martinez (AVC Student Equity and Success) and Sandra Fried (VP, Student Success Center/Foundation)
- Reviewed & Provided Feedback to CCCCO on EEO Title 5 Proposed Regulatory Changes (Sections: 53003, 53004, 52024, 53034)
- Reviewed & Provided Feedback to CCCCO on DEI Online Modules-Cultural Competency & Unconscious Bias Training
- Reviewed & Provided Feedback to CCCCO on DEI Communications Plan
- Reviewed & Provided Feedback to SSCCC on Student Grievance Process

CEO-REIE DEI INTEGRATION PLAN ACTIVITIES UPDATE

Completed

- Conducted EEO Survey & Provided Feedback to CCCCCO, CCCT & ACHRO on Tier-One Strategy 3 (Board adoption/tracking of EEO Plans)
- Reviewed & Provided Feedback to CCCT, ACHRO, ASCCC, FAAC on Tier-One Strategy 2 (Faculty Evaluation, Tenure Review, and Retention)
- Reviewed & Provided Feedback to ACHRO on Tier-One Strategy 4 (Diversify Search Committees & Provide EEO Training)
- Reviewed & Provided Feedback to ACHRO on Tier-One Strategy 4 (Diversify Search Committees & Student Participation)
- Implement Tier-One Strategy 6 (Celebrate the Diversity of CCC during month of April)

CEO-REIE DEI INTEGRATION PLAN ACTIVITIES UPDATE

In Progress:

- Collaborate with CCCT, ACHRO,ASCCC on Tier-One Strategy 1 (Development of Mentoring Program)
- Collaborating with CCCT on Tier-One Strategy 3 (Board adoption of Diversity Mission Statement & DEI Affirming Commitment Resolution)
- Provide opportunities for CEO Participation in DEI and Anti-Racism stakeholder events, webinars, and professional development (June 15th CEO PD facilitated by Dr. Regina Stanback-Stroud)
- Support DEI related Professional Development, Activities & Events sponsored by DEI Implementation Workgroup Stakeholder Associations (CCCCO, CCLC,ASCCC, CCCT, SSCCC, CIOCCC, and others)

Advancing DEI: Board/CEO Partnership Fundamentals



Linda Wah
Trustee, Pasadena City
Past President, CCCT

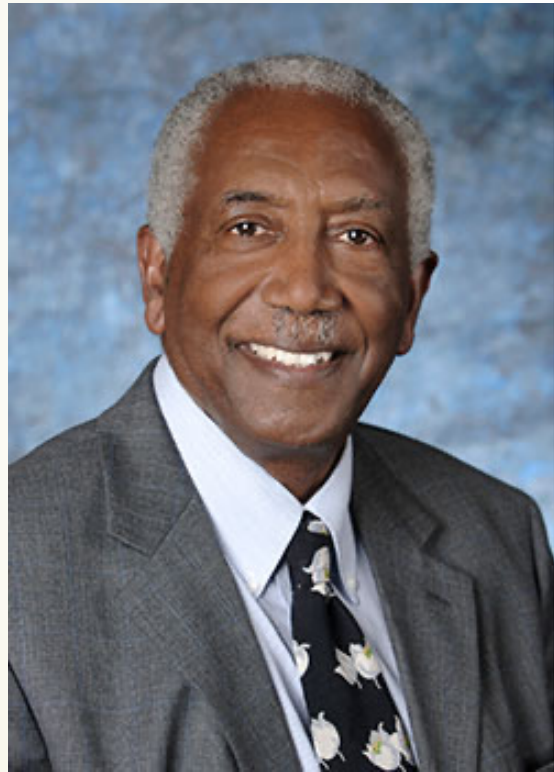
- Open Communication
- Common Vocabulary
- Building Shared Understanding
- Establishing Shared Goals
- Monitoring Progress



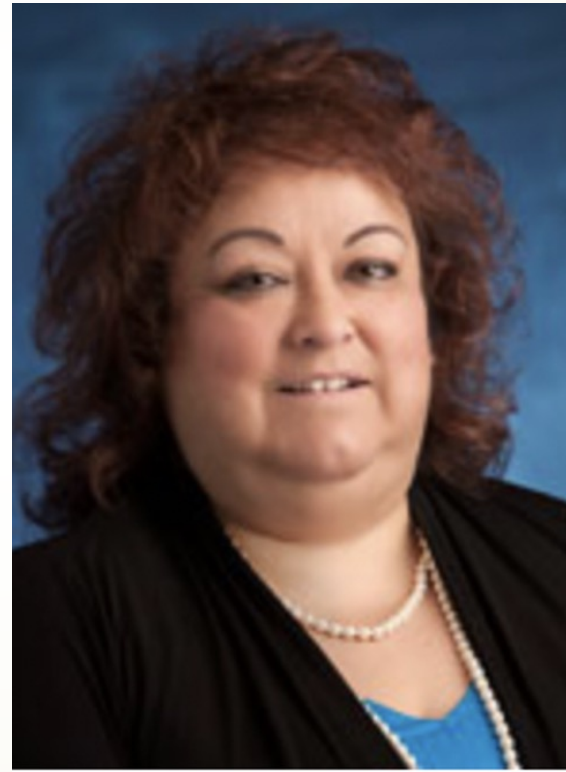
DEI in Action: Board/CEO Partnerships

- ▶ 3 District Stories
 - ▶ Riverside CCD
 - ▶ San Jose-Evergreen CCD
 - ▶ Palomar CCD

Riverside Community College District



**Wolde-Ab Isaac, Ph.D.
Chancellor**



**Mary Figueroa
Board President**



**Tracey Vackar
Past Board President**

Riverside Community College District's Call to Action for Diversity, Equity and Inclusion

Trustee Mary Figueroa, Trustee Tracey Vackar and
Chancellor Wolde-Ab Isaac

May 20, 2021

RCCD's Call to Action

The Call to Action task force began in June 2020, with a focus on closing racial equity gaps and combatting all racism, with an emphasis with anti-Black racism. Moreno Valley College, Riverside City College and Norco College each focus on student access, success, and equity, which are the primary drivers of the District's Strategic Plan. With this in mind, the task force is to set overarching goals that align with the District's and the colleges Strategic Plan allowing for integration across the District.

CHARGE

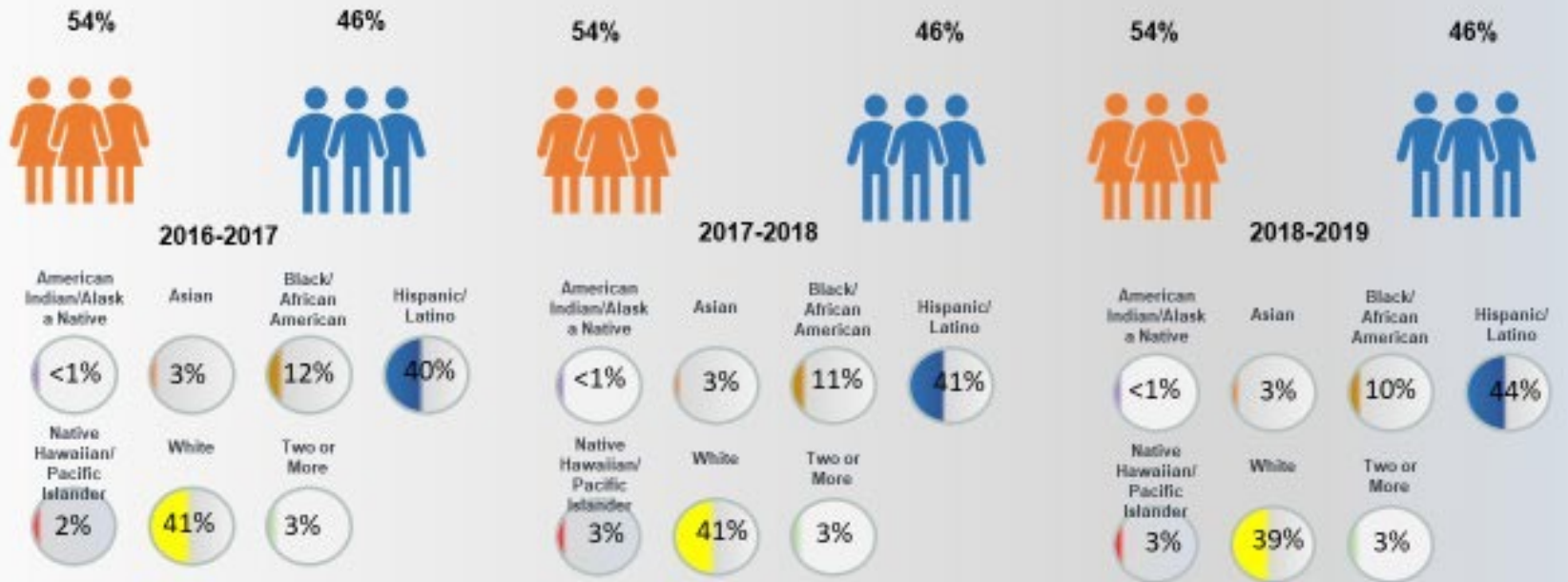
The focus of the task force is on closing racial equity gaps and combatting all racism, with an emphasis on anti-Black racism. It will facilitate and assist the three colleges and the District Office as they create equity in both access and success and seek to dismantle institutionalized racism. This charge is being implemented through four functional working groups along with the Guided Pathways Taskforce.

1. CLIMATE, RECRUITMENT, AND RETENTION GROUP

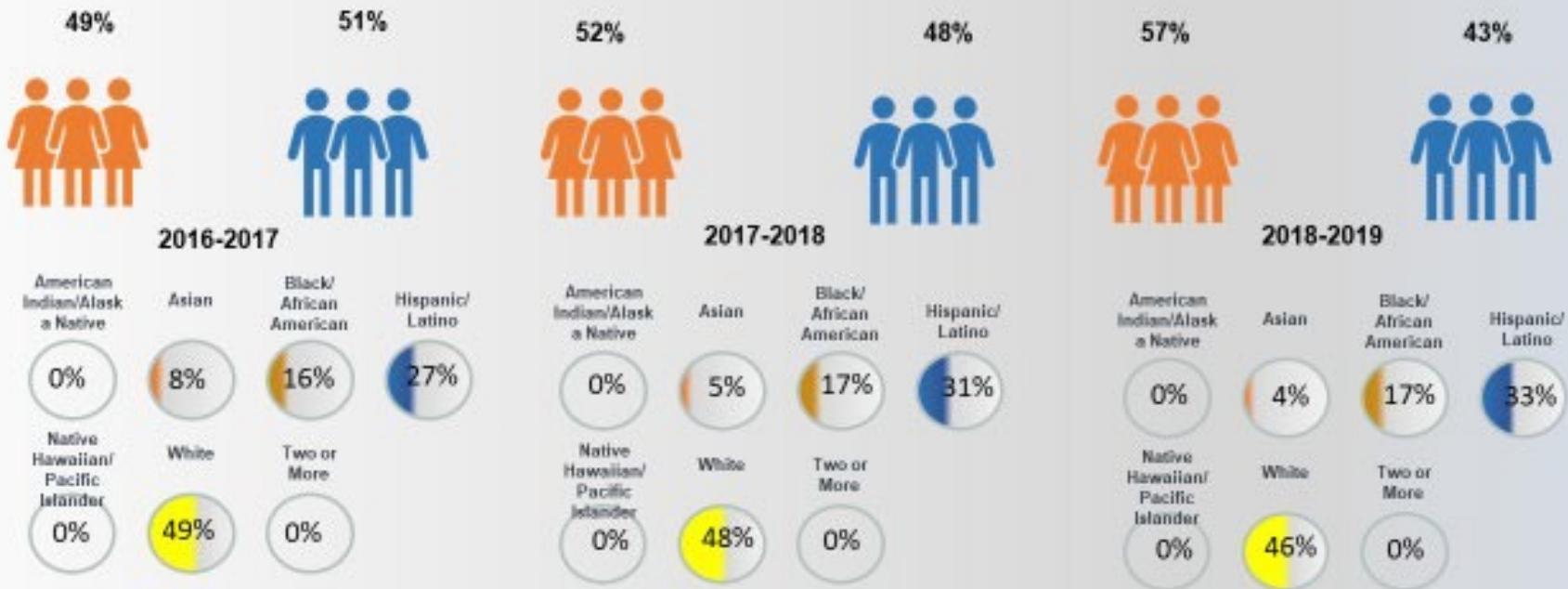
To create an anti-racist approach for student success, the Climate, Recruitment and Retention workgroup will assess the climate and culture of all three colleges and the District. Through quantitative and qualitative methodologies, students, faculty, staff, and administrators will be able to create a caring, inclusive, and anti-racist culture that attracts and retains diverse and equity-minded employees.

- Evaluate and assess all policies and procedures
- Attract and retain diverse and equity minded employees
- Create a climate that is inclusive and supportive
- Analyze equitable student access and success to supportive programs
- Establish baseline for climate across constituency groups through conducting an Equity Audit
- Participate in the SOVA Climate Scan National Assessment of Collegiate Campus Climates (NACCC)
- Embrace an Asset Based Mindset

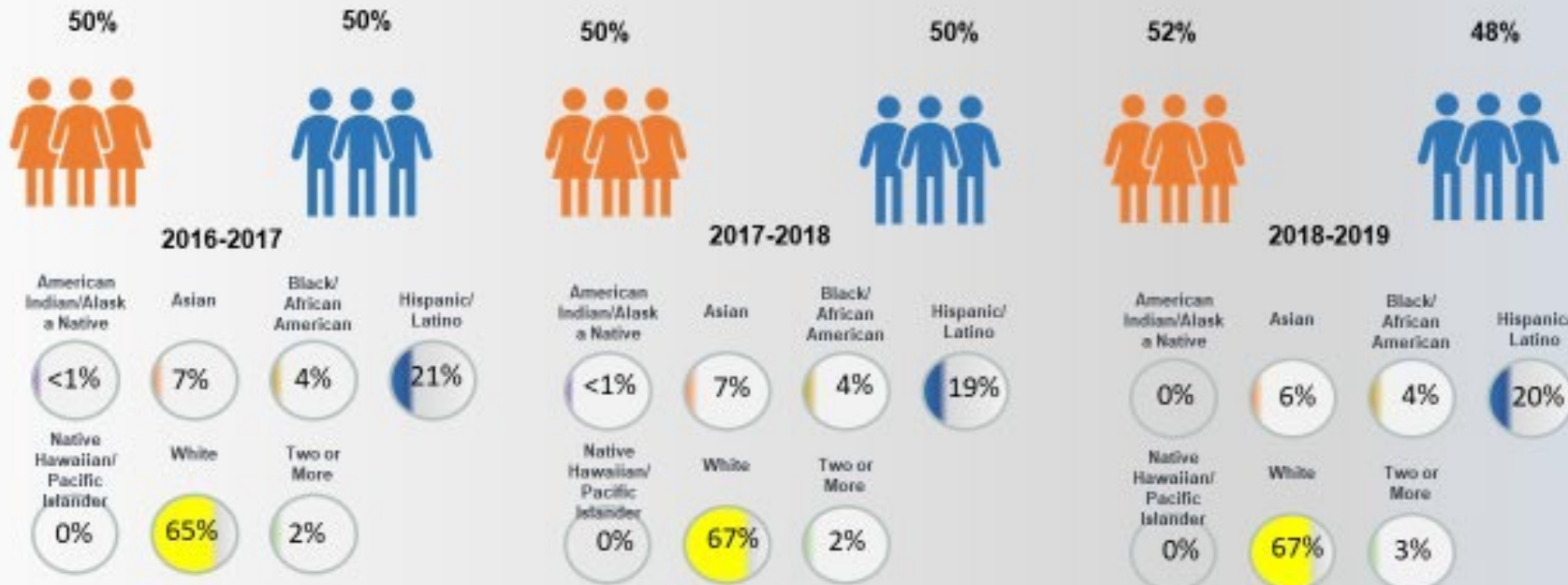
RIVERSIDE CITY COLLEGE CLASSIFIED



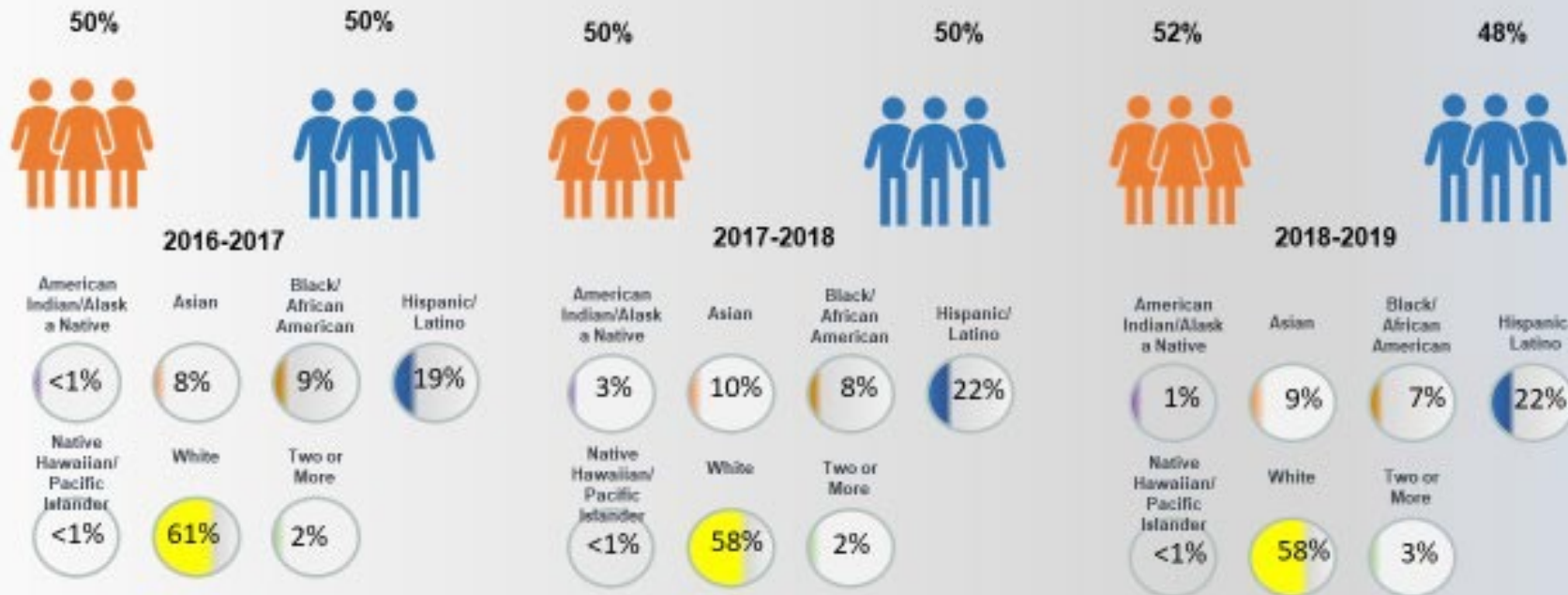
RIVERSIDE CITY COLLEGE EXECUTIVE



RIVERSIDE CITY COLLEGE FULL-TIME FACULTY



RIVERSIDE CITY COLLEGE PART-TIME FACULTY





GP Cohorts, Passed Transfer Level Math in First Year, by Major Ethnic Groups, Proportionality Indices

Ethnic	2015 Cohort		2015 Outcome		P.I.
Asian	496	6.6%	109	17.6%	2.66
African American	707	9.4%	27	4.4%	0.46
Hispanic	4743	63.3%	340	54.8%	0.87
White	1372	18.3%	131	21.1%	1.15
Other Groups	174	2.3%	13	2.1%	0.90
Grand Total	7492	100.0%	620	100.0%	1.00
Ethnic	2019 Cohort		2019 Outcome		P.I.
Asian	450	5.9%	189	13.1%	2.22
African American	566	7.4%	69	4.8%	0.64
Hispanic	5150	67.7%	892	61.9%	0.91
White	1205	15.8%	255	17.7%	1.12
Other Groups	234	3.1%	36	2.5%	0.81
Grand Total	7605	100.0%	1441	100.0%	1.00

EQUITY AUDITS

- Each college is conducting an Equity Audit using Hotep Consultants through campus-wide survey, focus groups and a review of college documents similar to those requested for accreditation.
- Hotep Consultants will be reviewing the outcomes of the survey, focus groups and document review during June and July with a final report to be presented in August to administration.
- A formal presentation of the outcome is scheduled during fall Flex activities at each of the colleges.

Equity-Minded Mission Statement Workshop Description

This session was focused on the creation of an equity-minded mission statement. The facilitators provided examples of equity-minded mission statements and shared background for an equity framework context. Then, participants had an opportunity to revise or draft mission statements for their academic departments, disciplines, programs, or offices.



USC California Community College Leadership Equity Convening via Race and Equity Center

Each college is participating in monthly convenings in teams of five as determined by the college. A survey of different stakeholders will take place as the program progresses. Colleges have access to USC's digital library and other resources. This program is for three years.

Difficult Conversations: How to Have More Productive Conversations About Race (Student Panel)/Diversity

A panel discussion featuring MVC students and Dr. Eddie S. Glaude, Jr. Students were asked to share their on-campus race experiences, while Dr. Glaude provided insight on how to have a productive race conversation during reckoning in our country.

2. TEACHING AND LEARNING GROUP

Provide a framework that emphasizes racial justice and equity mindedness to aid instructors during course revision processes, program development, and other pedagogical related efforts.

- Developed 24 ethnic studies courses and approved curricula for inclusion in course catalog
- Establishing Ethnic Studies as a discipline at all three colleges
- Updating the curriculum handbook, an official publication, to guide new and revised curriculum to strengthen equity focused and culturally informed pedagogy
- Create district-wide examination of pedagogy that integrates cultural relevancy, equity, and social justice

3. PROFESSIONAL DEVELOPMENT GROUP

This group will create an efficient District-wide professional development structure with a common framework and create additional professional development opportunities that strengthen cultural competency and inclusive mindset for all employees that lead to creating equitable learning opportunities for all students.

- Fostered collaboration that has already led to district-wide professional development (PD) opportunities
- Created a draft district-wide PD framework with measurable goals
- Professional Development Resources Repository
- Establish district-wide Professional Development Center, district-wide planning, collaboration, and implementation of USC Race and Equity Alliance Framework
- New employee Cultural Competency Training
- Year-Around, district-wide professional development
- Training opportunities on cultural competency and inclusive mindset

4. CIVIC ENGAGEMENT AND PARTNERSHIPS GROUPS

Strengthen the communities we serve through civic engagement and other collaborations focused on racial justice and equity.

- Get out the vote registration drives – one college won first place in the state
- Major grant won for placing up to 40 students in local non-profits and community-based organizations for paid internships
- Partnerships with League of Women Voters, UCR, PCCCPD/UCRPD Town Hall, and many others
- Equip the District's Center for Social Justice and Civil Liberties to play an active role in community outreach.

San Jose-Evergreen Community College District

san josé·evergreen
COMMUNITY COLLEGE DISTRICT



Dr. Byron Cliff Breland
Chancellor



Wendy Ho
Trustee



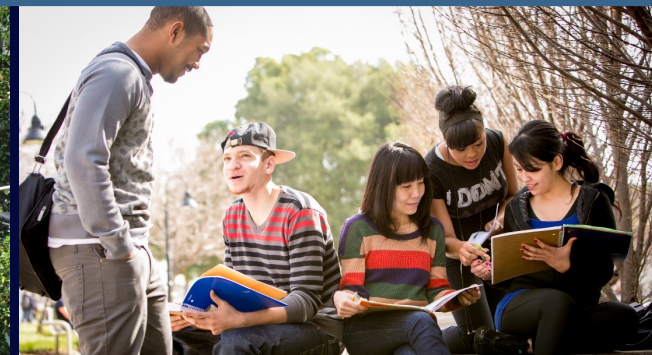
SAN JOSÉ · EVERGREEN
Community College District



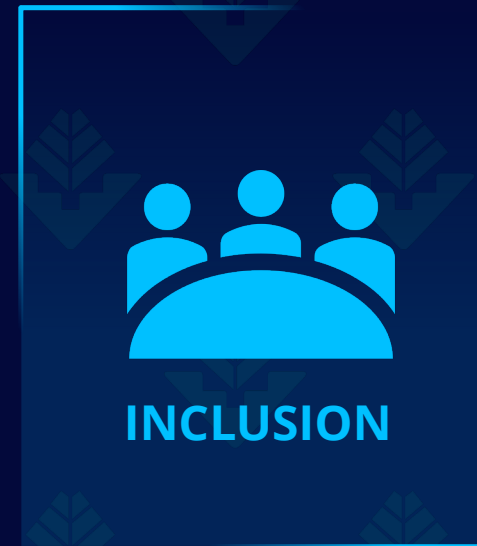
DEI IN ACTION: THE JOURNEY OF SJECCD



TRUSTEE WENDY HO
CHANCELLOR BYRON D. CLIFT BRELAND



DISTRICT ENGAGEMENT WITH DEI TASKFORCE RECOMMENDATIONS AND STRATEGIES



Outcomes &
Initiatives

SAN JOSÉ - EVERGREEN COMMUNITY COLLEGE DISTRICT

OUR FACULTY AMONG THE MOST DIVERSE IN THE NATION

Chronicle of Higher Education Diversity Index ranking EVC and SJCC:

TOP 5 IN THE NATION

nationally among all two-year public institutions

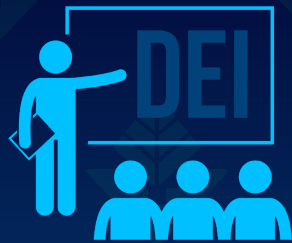
THE
CHRONICLE
of Higher Education®

HR LEADERSHIP

Leading in *DEI*



**FOCUSED DEI
RECRUITMENT**



**DEI
TRAINING**



**EMBED DEI INTO
EVALUATIONS**



**DEI MENTOR
PROGRAM**



**EEO MULTIPLE
METHOD FUNDS**



SAN JOSÉ - EVERGREEN COMMUNITY COLLEGE DISTRICT

USC RACE AND EQUITY LEADERSHIP ALLIANCE



USC University of
Southern California



CENTER *for* URBAN
EDUCATION

Deployed a Campus Climate survey spring 2021
Will evaluate results fall 2021

PROFESSIONAL DEVELOPMENT

➤ *Colleges offering PD across all constituencies on:*



- *Humanizing education*
- *Anti-racism*
- *Culturally responsive curriculum and student services*



SAN JOSÉ - EVERGREEN COMMUNITY COLLEGE DISTRICT

IEPI FUNDING



INSTITUTIONAL
EFFECTIVENESS
PARTNERSHIP
INITIATIVE

\$200K SEED GRANTS

Deepen anti-racism efforts, culturally responsive curriculum and services



SAN JOSÉ - EVERGREEN COMMUNITY COLLEGE DISTRICT

LEVERAGING ETHNIC STUDIES DEPARTMENTS FOR DEI



Utilizing our faculty expertise



DEVELOPED WEBPAGE WITH DEI WORK SHOWCASED



STATEMENT OF BLACK LIVES MATTER

San José-Evergreen Community College District expresses its profound sorrow in the wake of the countless individuals of color who have been the victims of systemic and institutional violence.

Recent, high-profile incidents have brought new attention to a long history of deadly racist violence in the United States and have forced individuals and institutions to confront the realities of racism within their own spheres of influence.

As a District, we recognize that in order to achieve our goals—to be student-focused every day, to be a great District to work for, and to uphold our values of Opportunity, Equity, and Social Justice—we must add our voice to the Black Lives Matter Movement.

BOARD RESOLUTIONS

Justice for George Floyd, Condemnation of Institutionalized Police Brutality, and Action Steps

Calling for Solidarity Against Structural Racism

Reaffirming Our Commitment to Student Success for Black Students

DOCUMENTS AND RESOURCES

California Community Colleges Racial Equity Leadership Alliance eConvening Series

EVC Educators Taking Action Humanizing Curriculum Instruction

EVC IEPI Partnership Resource Team Letter of Interest

SJCC Anti-Racist Action Plans

SJCC Conversations Beyond Chat Dialogue for Action

BOARD RESOLUTIONS

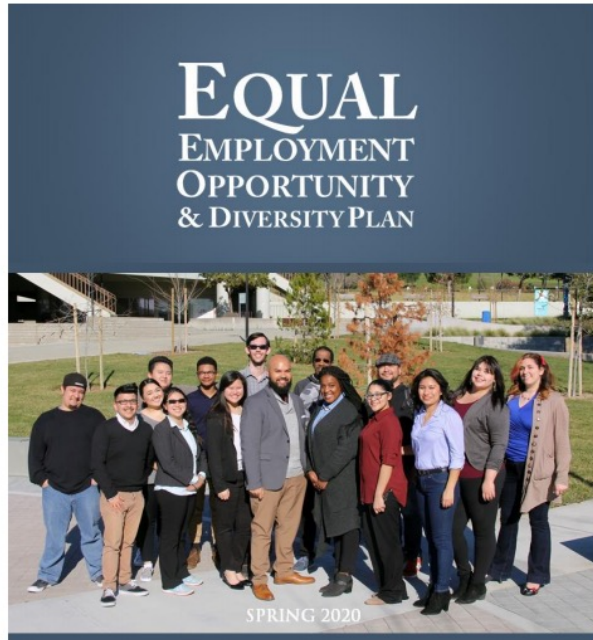


➤ *Trustees adopting resolutions on:*

- *Anti-racism*
- *DEI awareness month*
- *Heritage months*



DISTRICT ANNUAL EEO BOARD PRESENTATION



san José·evergreen
COMMUNITY COLLEGE DISTRICT



It is the District's belief that taking active and vigorous steps to ensure equal employment opportunity and creating a working and academic environment, which is welcoming to all, will foster diversity and promote excellence.

BUSINESS OUTREACH

• *Increase vendor and contracting participation from all business enterprises including minority, women, and veteran-owned small businesses (BP/AP 6380)*



- *Weekly Workshops*
- *Weekly Team Meeting*
 - *18-month look ahead projects*
 - *Demographic report*
- *Outreach*
 - *PlanetBids, ads, emails, website, individual and community meetings*



TRUSTEE LEADERSHIP

Learning, listening,
and acting for
change.



Ms. Maria Fuentes
Board President



Mr. Bob Livengood
Board Vice President



Ms. Wendy Ho
Trustee



Dr. Jeffrey Lease
Trustee



Mr. Craig Mann
Trustee



Ms. Karen Martinez
Trustee



Mr. Omar Torres
Trustee





“

Our unity is our strength, and our diversity is our power. We reject the myth of “us” vs. “them.”

We are in this together.

- Kamala Harris



A silhouette of a diverse group of graduates celebrating, with many holding up their caps and diplomas.

• Thank You! •

Palomar Community College District



Jack Kahn
Superintendent/President



Mark Evilsizer
Trustee



DEI INITIATIVES PALOMAR COLLEGE

TRUSTEE TOWN HALL MEETING MAY 20, 2021

*Presented by
Mark Evilsizer, Vice President, Palomar College Governing Board
Jack S. Kahn, Ph.D., Palomar College Interim Superintendent/President*

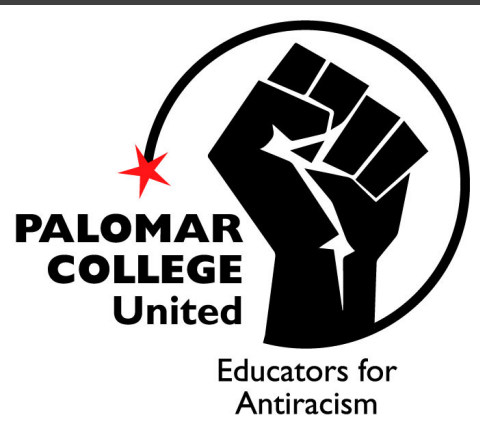


Overview

A focused and collaborative campus-wide initiative made up of faculty, staff, administrators, and students.

We are not done – we continue to identify approaches, learn from other institutions, and gain new perspectives on the world we live in.

Palomar Call to Action



Creating an Antiracist
Framework

- #1 Racial Equity for Police Reform**
- #2 Space for Black/African American Students**
- #3 Hiring of Black/African Americans**
- #4 Hiring of Diverse Faculty**
- #5 Audit Classroom Climate**
- #6 PD Training**
- #7 Black/African American employee protections**
- #8 Get out the vote**
- #9 Black/African American Student Graduation**

New Instructional & Student Services Partnerships/Projects

- All 9 Ethnic studies courses aligned with CSU
- USC Alliance
- Migrant Education Dual Enrollment
- Concilio of San Diego to set goals for LatinX/Hispanic community
- New STEM Hispanic Serving Institution application
- Land acknowledgement to be approved in May
- Funding plan for LatinX events via Palomar College Foundation
- [Gender Pronoun Project](#)



DEI Professional Development

-
- Banning of carotid restraint and Police Academy training
 - DEI curriculum created on PD portal
 - Numerous healing circles and advocacy events
 - How to be an antiracist book clubs
 - Black Minds Matter ongoing training & book-club
 - Decolonizing your syllabus and curriculum of record audit in progress
 - Queer Camp
 - 2020 Africana Studies 101 & 102 for faculty and staff (Fall)
 - 2021 Chicano studies 101 & 102 for faculty and staff (Spring)
 - History of antiracism article series

Human Resources DEI Focus

- Required antiracism question(s) at application stage for admin and staff positions
- Applicant Social Capital workshop videos (applying and interview tips)
- Library of different affinity job search websites created and required for searches.
- Recruitment of full-time faculty member for Africana Studies (Fall 2021)
- Faculty Senate subcommittee ad-hoc group looking at Faculty Senate's Faculty Hiring Procedures in coordination with Equal Employment Opportunity Council for proposal.
- Faculty search reform language DRAFT this May from faculty senate





New Institutional Events

- Administration of the National Assessment of Collegiate Campus Climates survey [NACCC](#) was launched
- First Black/African American Graduation Celebration is scheduled for May 2021.
- First Undocumented Student Graduation celebration is scheduled for May 2021.
- First DRC Graduation celebration is scheduled for May 2021.



Next Steps

- Summer project - integrating practices across campus
- Identify outcomes per institution and affinity groups
- Set measured tangible goals
- Keep going!



Breakout Session: Actions Board/CEO Can Take Together to Advance DEI



Erika Endrijonas
Superintendent/President
Pasadena City College

Assess where you are on the path:

- ▶ How has your Board and CEO centered DEI in their work?
 - ▶ E.g., has your board discussed DEI relative to student success and completion, staffing, etc.?
- ▶ Have you passed the Joint DEI resolution?
- ▶ What concerns did the Board or CEO have (if any)?
- ▶ What advice or key takeaway would you offer to other districts?
- ▶ What talking point that was the 'best seller' for DEI?



Breakout Session Logistics

- Facilitators will be assigned to each room
- Choose a Recorder to take notes – ideally a “techie” who can use our easy, online collaboration tool: IdeaBoardz.
 - You will have the IdeaBoardz link in chat
 - Click **[+]** symbol to add stickies
 - Click corner number (e.g., +0) to upvote stickies
 - Everyone can type / upvote at once

Welcome Back!

Reflections...



QUESTIONS???



Acknowledging Districts that Adopted Joint DEI Resolution *

- ▶ Chabot CCD
- ▶ Imperial CCD
- ▶ Marin CCD
- ▶ Monterey Peninsula CCD
- ▶ Ohlone CCD
- ▶ Palomar CCD
- ▶ Pasadena City CCD
- ▶ Redwoods CCD
- ▶ San Luis Obispo CCD
- ▶ Santa Clarita CCD
- ▶ Ventura CCD
- ▶ West Valley-Mission CCD
- ▶ Yuba CCD

* **BONUS:** Adoption fulfills pending EEO Plan regulations



Recap

District commitment to DEI:

- Adopt Joint Resolution by June 30, 2021
- Board and CEO working together to advance DEI

Resources

Reading:

- [Vision for Success DEI Task Force Report](#)
- Title 5 § 51201
[Statement on Diversity, Equity, and Inclusion in the California Community Colleges](#)
- [Joint Letter](#) [Sample DEI Resolution](#)
- Spring 2021 Board Focus – [The DEI Movement and the Board Role: A Healthy Start](#)

Reference:

- [DEI Glossary of Terms](#)

Contact us:

Adrienne Grey

Adrienne4WVMCCD@comcast.net

Nan Gomez-Heitzeberg

Nan.Gomez@kccd.edu



Future *DEI in Action* Townhalls

Look for future communications to help districts advance DEI

➤ Summer

➤ Fall

THANK YOU!



ALL PARTICIPANTS

CCLC STAFF

PLANNING TEAM

FACILITATORS

PRESENTERS

CHAT MODERATOR

COLLABORATORS

A SPECIAL THANK YOU TO OUR CORPORATE PARTNERS

Presidential Partners



Leadership Partners



Associate Partners

