

DEI TOWNHALL SERIES

# DEI DATA 201

## BUILDING THE DEIA TOOLKIT (EEO PLANS)



COMMUNITY  
COLLEGE LEAGUE  
OF CALIFORNIA

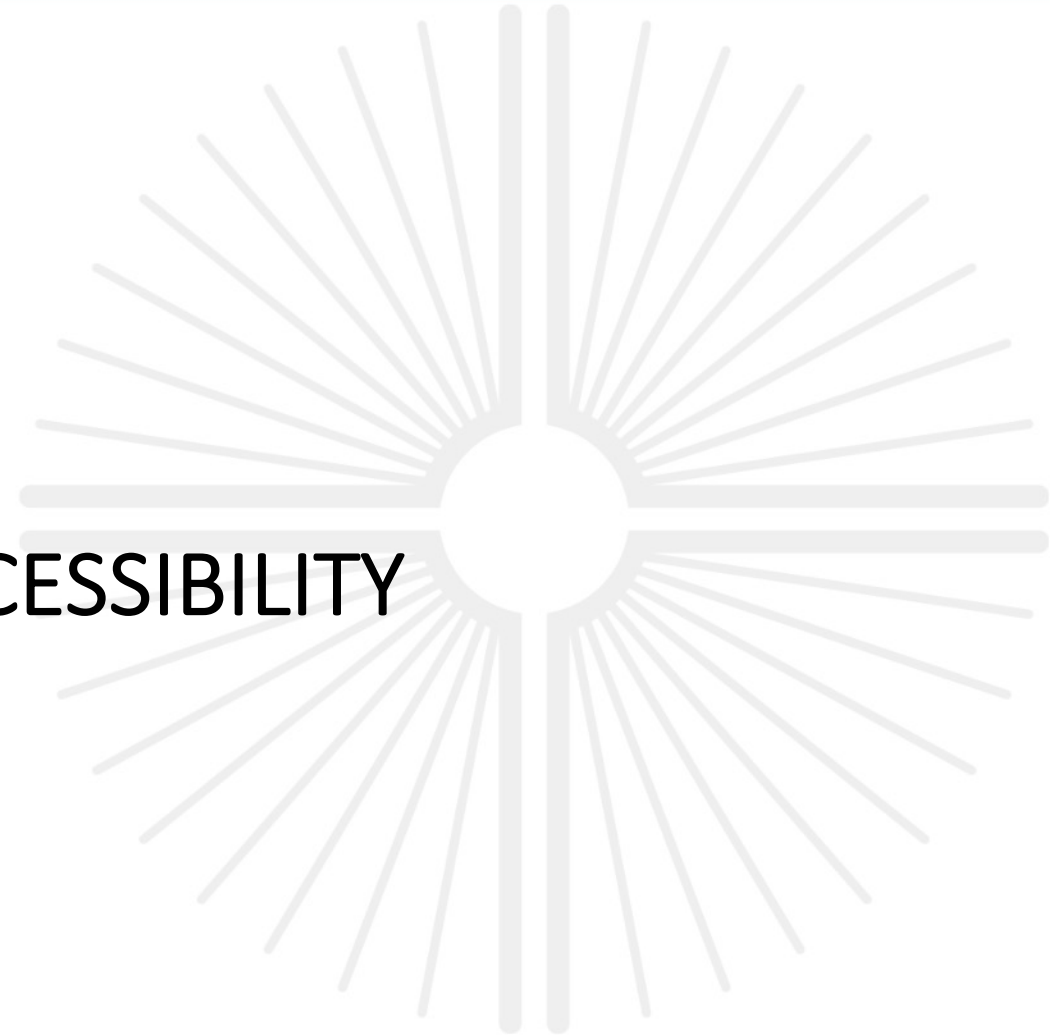


■ DIVERSITY EQUITY INCLUSION

DEI *EVOLVES*.....

**D**IVERSITY **E**QUITY **I**NCLUSION **A**CCESSIBILITY

**DEIA**



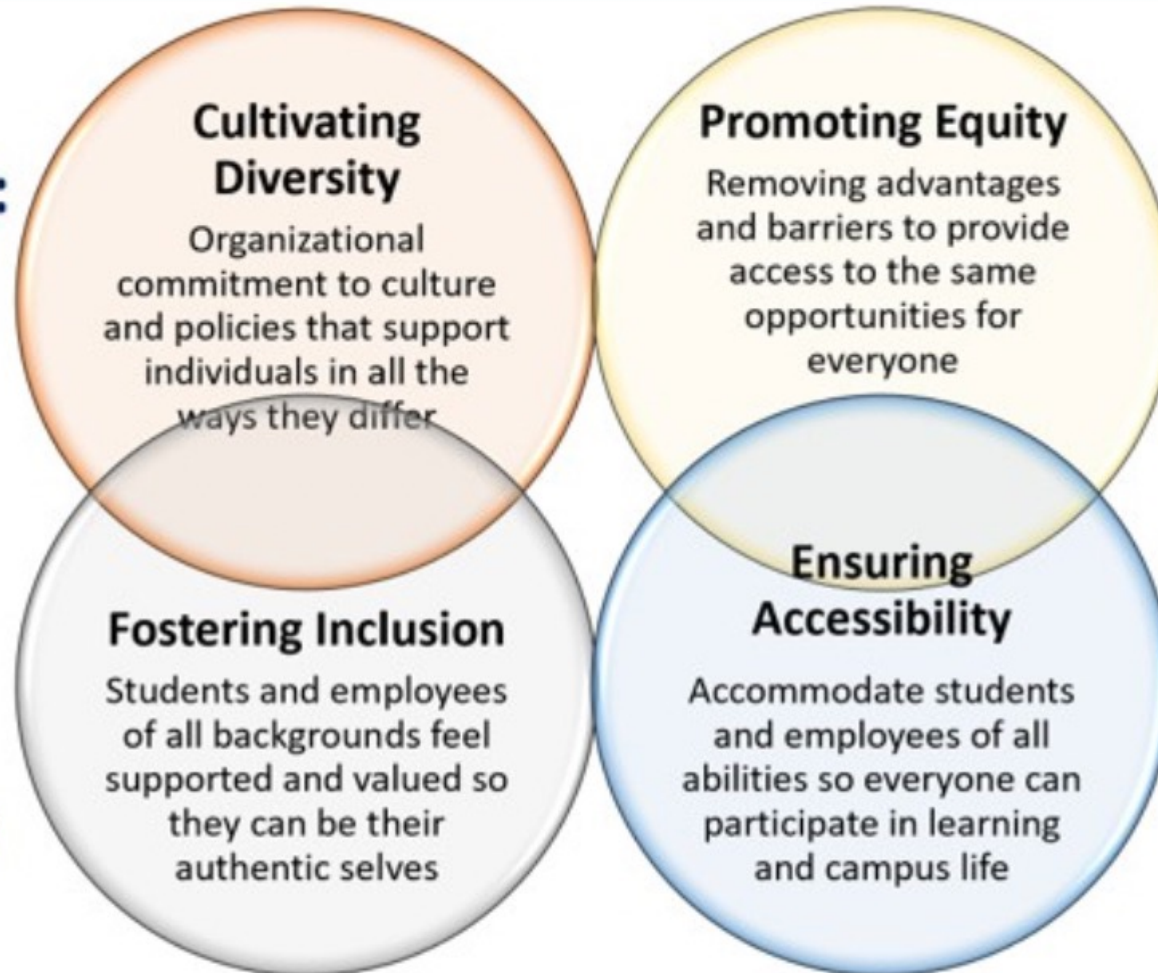
**DEIA Defined:**

● **Diversity**

● **Equity**

● **Inclusion**

● **Accessibility**





# CELEBRATING DEIA

**86%**  
districts  
attended **1** or **more**  
DEIA Town Halls



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# LOGISTICS

USE CHAT TO:

- ❖ INTRODUCE YOURSELF AND YOUR COLLEGE
- ❖ POST QUESTIONS AND COMMENTS



# WELCOME

**Dr. Byron Clift Breland**

Chancellor

North Orange County CCD

CEOCCC Board President





# PRESENTERS





# SURVEY QUESTIONS

**Mary Ann Lutz**

Trustee

Citrus College

Town Hall Lead



# POP-UP POLL TIME!!



COMMUNITY COLLEGE LEAGUE OF CALIFORNIA

# OVERVIEW: DATA 201 and EEO Plan

**Student**

**The 'Why' of DEIA**

**Spotlight**

**DEIA at a College**

**Panel Discussion**

**EEO Plans and DEIA Data**

**Panel Q & A**

**Summary**

**Resources**

**Coming Events**





A stylized sunburst logo in a dark blue color, consisting of a central circle with numerous thin lines radiating outwards, set against a dark blue background.


**Linda Wah**

Trustee

Pasadena City College

Pasadena Area CCD





**David Ramirez**  
Student Trustee  
Pasadena City College  
Pasadena Area CCD



# POP-UP POLL TIME!!



# INTRODUCTION

**Dr. Byron Clift Breland**  
Chancellor  
North Orange County CCD  
CEOCCC Board President





**Dr. Santanu Bandyopadhyay**  
President  
Modesto College  
Yosemite CCD



# DIVERSITY, EQUITY, AND INCLUSION

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A JOURNEY AT MODESTO JUNIOR COLLEGE

SANTANU BANDYOPADHYAY, PH.D.

PRESIDENT, MJC







# IMPACT OF DIVERSITY ON SOCIETY

**\$ 12 Trillion**

- If gender gap is narrowed by 2025

**\$2 Billion**

- In potential revenue if financial inclusion efforts broaden services for Black Americans

**160 Million women**

- may need to change jobs through 2030 due to automation

Education matters in its own right - public health, government, business, and the humanities rely on education to make progress.

Source: [McKinsey.com/featured-insights/diversity-and-inclusion](https://www.mckinsey.com/featured-insights/diversity-and-inclusion)



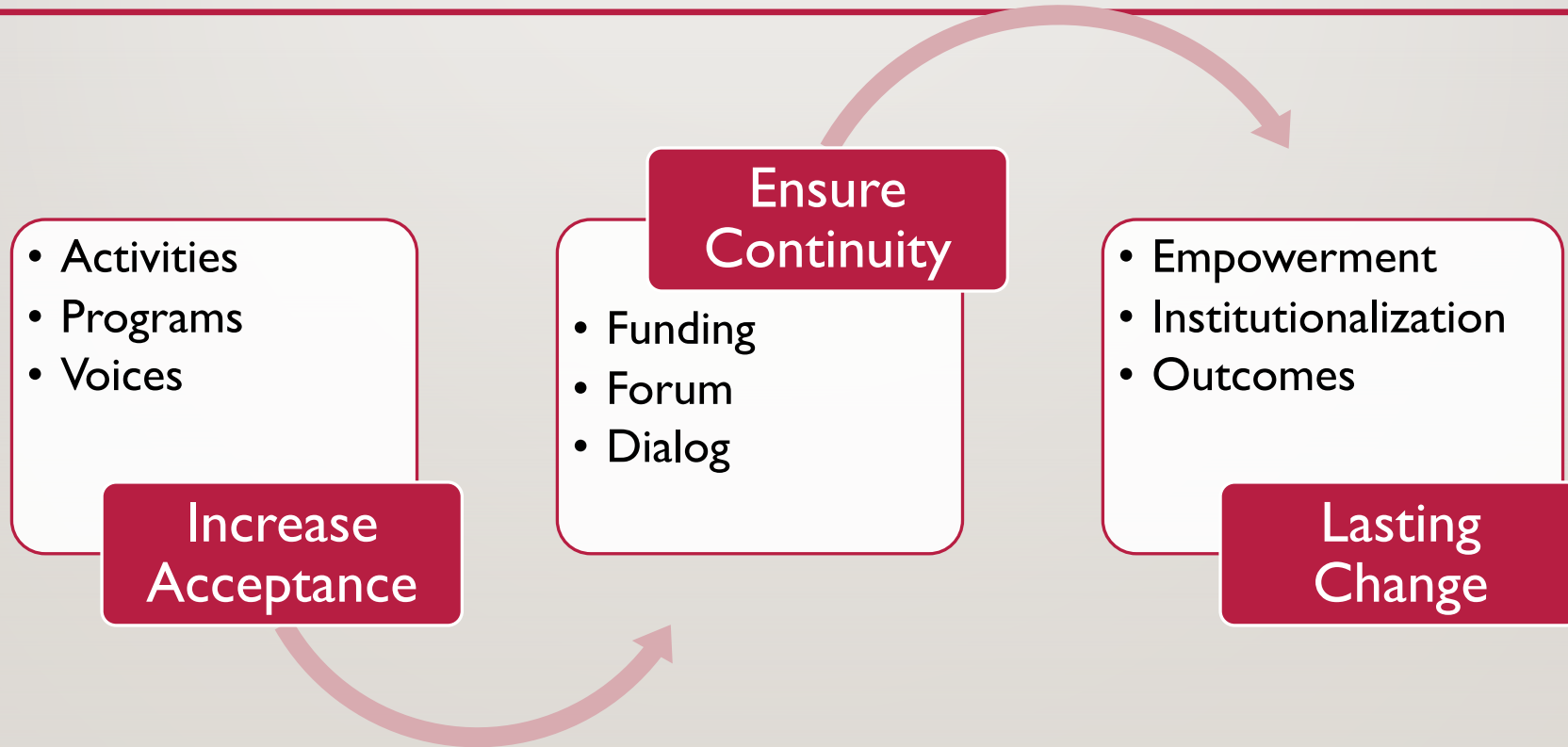
# DIVERSITY AT MJC - 2020

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- Fragmented/siloed
- Low recognition/high resistance
- Low awareness/support
- Resistance to diverse cultural/gender identity
- No consistent funding stream
- Conversations revolving around “what needs to change”
- Diversity conversation is NOT mainstream
- “We treat everyone equally”



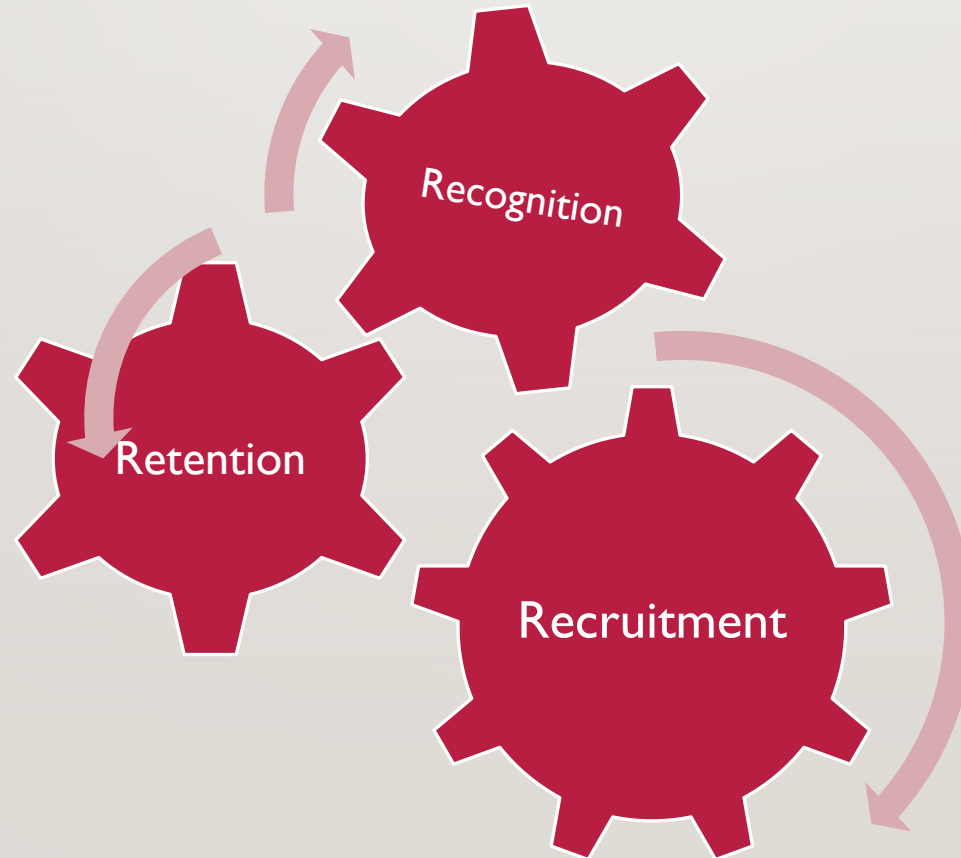
# DIVERSITY AT MJC -2021-22





# FRAMEWORK FOR MEASURABLE CHANGE

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# RECRUITMENT

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- Training for all in hiring committees
- Recruitment language focused on Diversity
- Continued conversation to stay on top of mind
- Targeted Outreach
- Focus on both students and staff
- Consolidated and continued funding



# RETENTION

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- Elimination of lower level Math and English Courses
- Bringing majority and minority groups together
  - Recognition of fear
  - Engaging in conversation
- Celebration of small gains

Culture change is often slow and difficult – process, persistence and patience goes a long way





# RECOGNITION

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- Calendar of multi-cultural activities
  - Black History Month
  - Latinx Comic Arts Festival
  - Chinese Language/Cultural Center
  - PRIDE celebrations
- Identifying Equity/Diversity Champions from employee groups and students
- Empowering Equity/Diversity Champions to address various college committees



# WHERE ARE WE HEADED?

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- Culturally sensitive pedagogy – curricular change
- DEI as framework of course, program, and institutional learning outcomes
- Commitment to elimination of achievement gap by 2026
- Strategic Plan, Master Plan and Resource Allocation Models aligned with DEI



# RESULTS SO FAR.....BY THE NUMBERS

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- Significant Increase in Participation at DEI Events on campus...even through COVID 19
- Removing barriers - AB 705 – elimination of lower level courses
- Culturally sensitive policing approach on campus – engaging the student voice
- Hiring faculty that looks like our students – targeted recruitment and support increased diversity among newly hired faculty
- Increased acceptance of relevance and importance of DEI



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“You’ll never understand inclusion,  
until you've been excluded.”

~ René Carayol



# PANEL INTRODUCTIONS

**Ken Brown**

Trustee, El Camino CCD  
CCCT Board President



# PANEL



Dolores Davison  
President,  
Academic Senate ASCCC  
Co-Chair, Statewide  
Equal Employment Opportunity and  
Diversity Advisory Committee



Dr. Abdimalik Buul  
DEIA Visiting Executive,  
CCCCO  
Co-Chair, Statewide  
Equal Employment Opportunity and  
Diversity Advisory Committee



Gregory Smith  
Vice Chancellor Human Resources  
San Diego CCD  
ACHRO Representative, Statewide  
Equal Employment Opportunity and  
Diversity Advisory Committee

# Key Points: EEO Plan

EEO plans due in 2022 have 9-month Extension

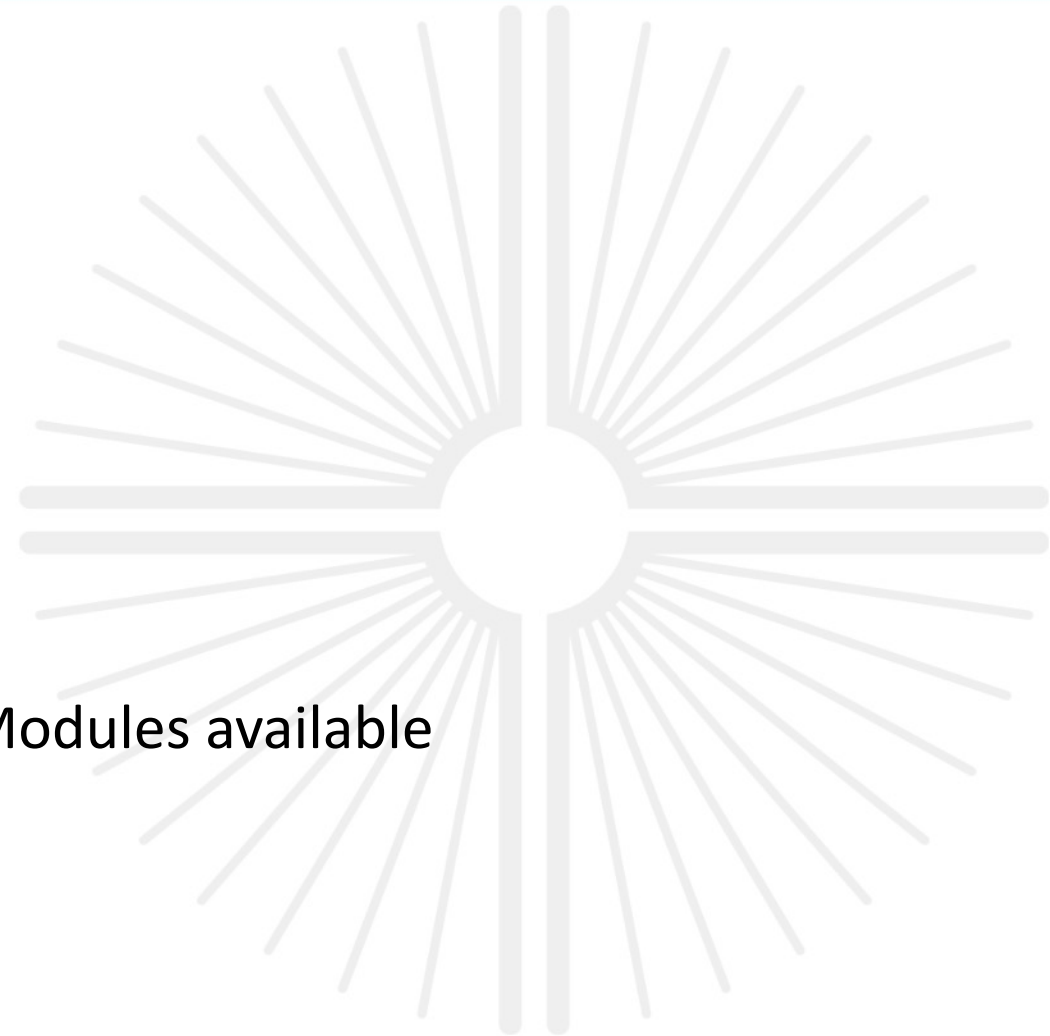
EEO one-time Best Practice Funding

- 1) catalyst for EEO efforts
- 2) grants to support innovation

APRIL - EEO Plan Best Practices Handbook available

APRIL - EEO Certificate: Professional Development Modules available

APRIL - System-wide EEO webinar series launches





# PANEL Q & A



Kenneth Brown



Dolores Davison



Dr. Abdimalik Buul



Greg Smith



# POP-UP POLL TIME!!

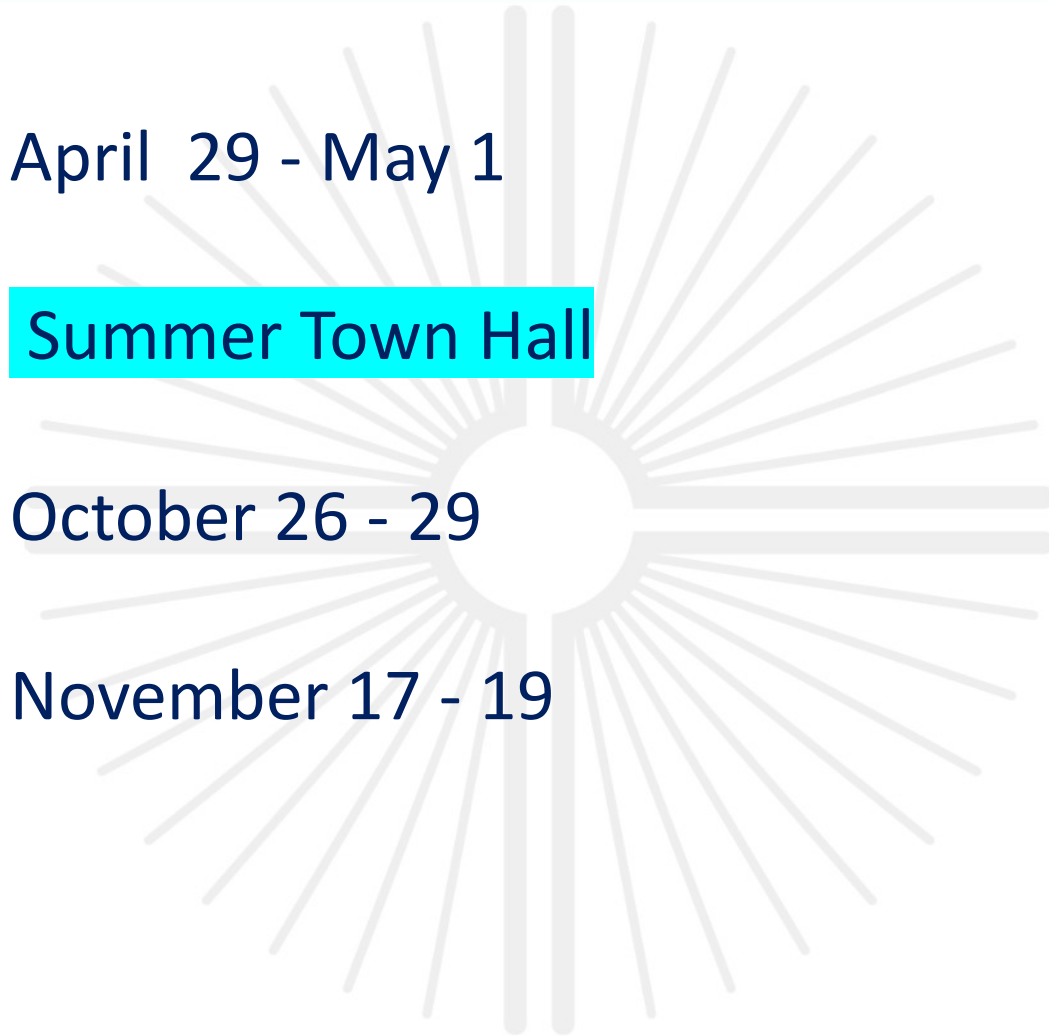
# SUMMARY

Dr. Rowena Tomaneng  
President  
San Jose City College  
San José-Evergreen CCD



# COMING EVENTS

- ❖ 2022 ANNUAL TRUSTEE CONFERENCE April 29 - May 1
- ❖ 2022 DEIA TOWNHALL **Summer Town Hall**
- ❖ 2022 ACCT LEADERSHIP CONGRESS October 26 - 29
- ❖ 2022 CCLC ANNUAL COVENTION November 17 - 19





COMMUNITY  
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OF CALIFORNIA

# 2022 ANNUAL TRUSTEES CONFERENCE

APR 29 – MAY 1  
LAGUNA CLIFFS MARRIOTT, DANA POINT





# 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](#) ◆ [DEI Glossary of Terms](#) ◆ [SSCCC 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](#)
- ❖ 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
- ❖ BOOK: Robin DiAngelo, fwd by Michael Eric Dyson. [White Fragility: Why It's So Hard for White People to Talk About Racism](#), 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
- ❖ BOOK: Wilkerson, Isabel ◆ [Caste: The Origins of Our Discontents](#), 2020

## 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

Special Thanks  
to  
CCLC Staff!



THANK YOU  
for ATTENDING!





# A SPECIAL THANK YOU TO OUR CORPORATE PARTNERS

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## Leadership Partners



## Associate Partners

