

CEO's DEI Integration Plan

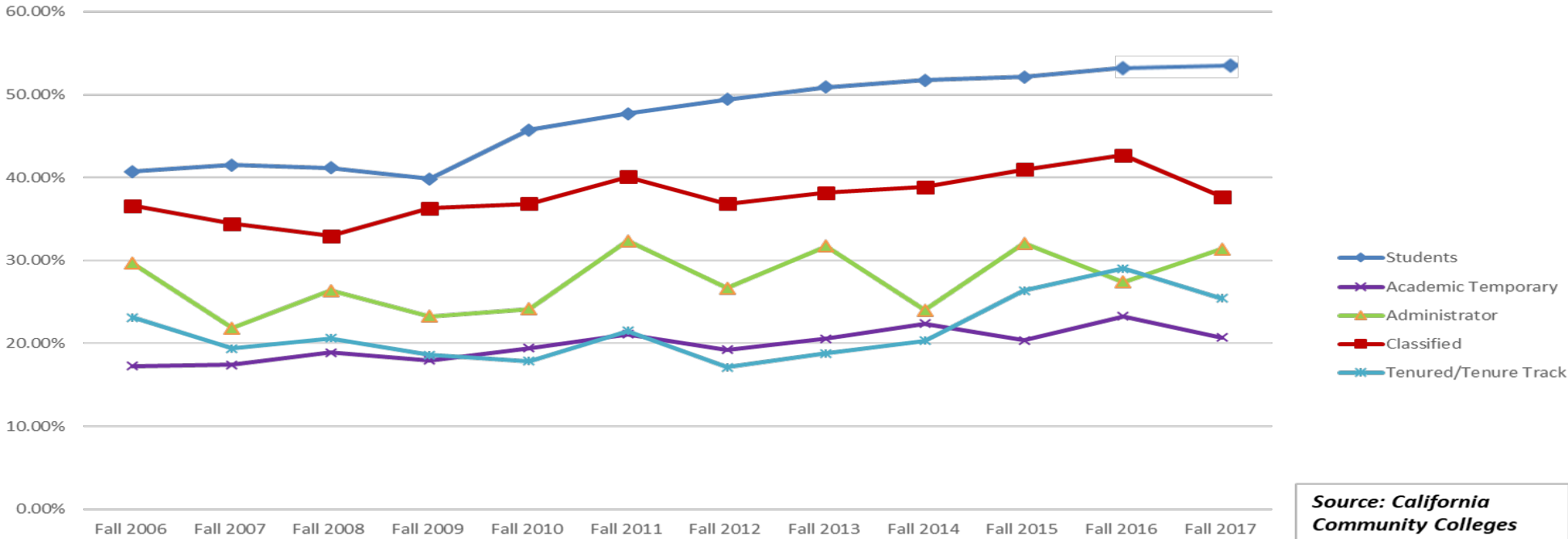


What is Equal Employment Opportunity & Diversity?

- “Equal employment opportunity” means that all qualified individuals have a full and fair opportunity to compete for hiring and promotion **and fully enjoy the benefits of employment** (emphasis added) by a community college district (**Education Code section 87101.a**).
- “Diversity means a condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons. It requires both the presence, and the respectful treatment, of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, sexual orientation, disability and socio-economic backgrounds” (**5 CCR § 53001**).

CCC Student Population Is More Diverse Than Employee Types

Under-Represented Minority* Percentages by Student and Employee Types
 First-Time Hires and First-Time Students
 Fall Terms 2006 - 2017



*Under-Represented Minority: Black, Hispanic, Native American, and Pacific Islander

Source: California Community Colleges Chancellor's Office, COMIS, May 2018

Vision Goals

1. Increase credential obtainment by 20%
2. Increase transfer by 35% to UC and CSU
3. Decrease average unit obtainment for a degree to 79
4. Increase employment for CE students to 76% in their field of study
5. Reduce and erase equity gaps
6. Reduce regional gaps

Commitments

1. Focus on students' goals
2. Design with the students' experience in mind
3. High expectations and high support
4. Foster use of data and evidence
5. Own student performance
6. Thoughtful innovation and action
7. Cross-system partnership

CCLC-CEO's Diversity, Equity, and Inclusion Integration Plan

- Integration plan developed by the *Vision for Success* Diversity, Equity and Inclusion Task force identifies recruitment, retention, and support activities organized into Tier 1 and Tier 2 activities to be adopted at system and local level to increase faculty and staff diversity
- Activities are strategies that involve policy changes, changes to existing procedures, and or activities that promote supportive and inclusive behaviors.
- Tier 1 activities within 1-2-year timeline and with existing resources
- Tier 2 activities within a 3-5-year timeline and require additional funding
- Collaboration with stakeholder associations and Consultation Council needed dismantling the implicit and explicit systemic barriers that negatively impact faculty and staff of color

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<u>Strategy</u>	<u>Proposed DEI Activities</u>	<u>Vision for Success Alignment</u>
1. Provide faculty and staff (classified and administrators) mentoring opportunities at colleges.	➤ Academic Senate for California Community Colleges (ASCCC) and CCLC collaborate to educate districts, colleges, trustees, and CEO's on the impact of mentoring programs. (Tier 1)	➤ Commitment #3
2. Use data to understand present and future local workforce needs.	➤ Require recordkeeping of hiring process decisions to allow for specialized statistical analysis of key hiring to measure impact and progress towards increasing the diversity of faculty and staff (classified and administrators). (Tier 1)	➤ Commitment #2
3. Require local boards to publicly review Equal Employment Opportunity (EEO) plans as an action item and encourage local boards to review progress towards activities associated with their district EEO plans.	➤ Districts and colleges to adopt EEO plans as an action item in a public meeting. (Tier 1)	➤ Commitment #4

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<p>4. Diversify representation in search committees with members of diverse educational background, gender, and ethnicity.</p>	<p>➤ Districts and colleges, Association of Chief Human Resource Officers (ACHRO), ASCCC, and Chief Instructional Officers (CIO's) to develop guidance on including staff from other disciplines, departments, divisions, etc. on hiring and screening committees. (Tier 1)</p>	<p>➤ Commitment #5</p>
<p>5. Conduct exit interviews of faculty who leave.</p>	<p>➤ Districts and colleges to collect data about those exit interviews to inform strategies for improving retention. (Tier 1)</p>	<p>➤ Commitment #5</p>
<p>6. Celebrate the diversity of the California Community College System.</p>	<p>➤ CCLC, Student Senate for California Community Colleges (SSCCC), ASCCC, ACHRO, and Chief Business Officers (CBO) to publicize the accomplishments of our system by adopting a multi-cultural awareness week. (Tier 1)</p>	<p>➤ Commitment #5</p>

CEO Plan to address Tier 1 DEI Activities

- Dr. Pam Luster, CEO Board President will convene the **Racial Equity and Inclusive Excellence Taskforce**, which will comprise of 8 to 12 CEOs representing all CCC regions.
- The taskforce will create an action plan that will serve as a blueprint to achieve the DEI activities depicted.
 - The taskforce will administer a survey pertaining to Equal Employment Opportunity plans systemwide in order to determine areas (colleges/districts) of focus: https://sjedw.az1.qualtrics.com/jfe/form/SV_eagld9BGHoql5Od
 - The taskforce will collaborate with different constituent groups highlighted under each activity to ensure that cross functional collaboration is achieved and that work is aligned with a single purpose.
- The taskforce will be responsible for providing updates and a final report of outcomes to Dr. Luster who will share with the Chancellor's Office.

Vision for Success Diversity, Equity & Inclusion Resources

- Vision Resource Center:
 - <https://visionresourcecenter.cccco.edu/>
- Vision for Success Diversity, Equity & Inclusion Report:
 - https://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE
- Other Resources:
 - [Chancellor's June 5 Call To Action letter](#) and [June 3 Call To Action Webinar](#)
 - [AFFIRMING OUR COMMITMENT TO STUDENT SUCCESS FOR BLACK AND AFRICAN AMERICAN STUDENTS](#)

