



April 2, 2021

Dear Colleagues,

The Chief Executive Officers of the California Community Colleges and the California Community College Trustees Board were instrumental in the development of the statewide [Diversity, Equity and Inclusion \(DEI\) Integration Plan](#) adopted by the Board of Governors in September 2019. As our system continues to implement the DEI Integration Plan, which includes a total of 68 strategies to increase faculty and staff diversity, impactful and equity-centered work has simultaneously been occurring across our 116 colleges. Much of this work can be attributed to your strong leadership and commitment to engage in difficult dialogue to begin to change outdated institutional practices while maintaining student equity at the forefront. However, the need to act against structural racism is ever present and immediate. The tragic murder of George Floyd and ongoing violence against minoritized groups, in particular Black/African American and Asian American Pacific Islander communities, necessitates that we take urgent action. As leaders of the most diverse institutions of higher education in the nation, it is imperative to affirm our commitment to diversity, equity, inclusion and anti-racism, and take action.

For these reasons, we collectively ask that you join your peers in adopting a local resolution in support of diversity, equity and inclusion. To this end, we are asking all CEOs, in partnership with their district Trustees, to adopt the [DEI sample resolution](#) that was developed at the request of your statewide boards. The DEI sample resolution differs from the resolution sent by the CEO's acknowledging DEI Awareness Month, as it provides a holistic, action-oriented approach and moves beyond recognition. We acknowledge the importance of both resolutions with the understanding that the elements of the DEI sample resolution align to the *Vision for Success* and will assist you in meeting your local goals. We recommend adoption of the DEI sample resolution in its entirety which calls on colleges to advance DEI efforts by aligning with the Board of Governors DEI Integration Plan and [Title 5 DEI statement](#). In adopting this resolution, colleges are also committing to engaging in activities such as 1) supporting the implementation of the strategies described in the DEI Integration Plan; 2) providing implicit bias training to all employees; 3) having local boards review



and update their local student equity plans; and 4) addressing campus and classroom climate issues to foster a climate of inclusion. For those of you who have already taken action, thank you. We invite you to consider your commitment to targeted and measurable action, reflect on your local community needs and revisit your progress as determined by your local needs.

It is imperative that as a system we leverage state and local opportunities to create permanent institutional change to improve student outcomes and close opportunity gaps. We urge you to engage your community and take immediate action to adopt the DEI sample resolution **by June 30<sup>th</sup>, 2021**. This is the same resolution presented at the League Conference in November 2020. For reference, a copy of this resolution is attached to this letter. Once you have adopted the local resolution, please submit a link to your action item and provide a main contact by completing the Google Form provided [here](#). We will use the data collected to celebrate your leadership at a future League event and California Community Colleges Chancellor's Office System Webinars.

The past year has shown us what we are capable of accomplishing as a system and provided us an opportunity to accelerate our work. We must continue to carry out meaningful and equitable change for a better future for our students and our communities. Thank you for your leadership and commitment.

Sincerely,

Handwritten signature of Eloy Ortiz Oakley.

Eloy Ortiz Oakley  
Chancellor, CCCCCO

Handwritten signature of Pamela J. Luster.

Dr. Pamela Luster  
President, CEOCCC Board

Handwritten signature of Adrienne C. Gray.

Adrienne Grey  
President, CCCT Board