DEAI TOWNHALL SERIES

DEIA: PROGRESS, PRACTICE AND PROMISE

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

COMMUNITY
COLLEGE LEAGUE
of CALIFORNIA

DIVERSITY EQUITY INCLUSION

DEI *EVOLVES*..........

DIVERSITY EQUITY INCLUSION ACCESSIBILITY

DEIA

DEIA Defined:

◉ Diversity

◉ Equity

◉ Inclusion

◉ Accessibility

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

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

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

Ensuring 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

PRESENTERS
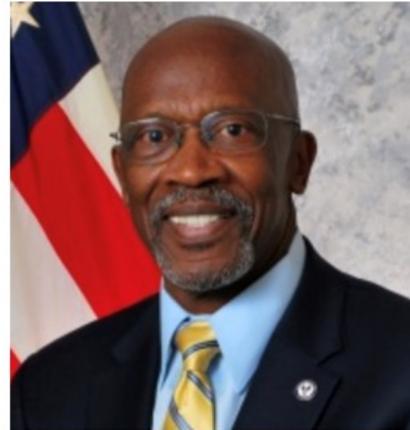
WELCOME

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**
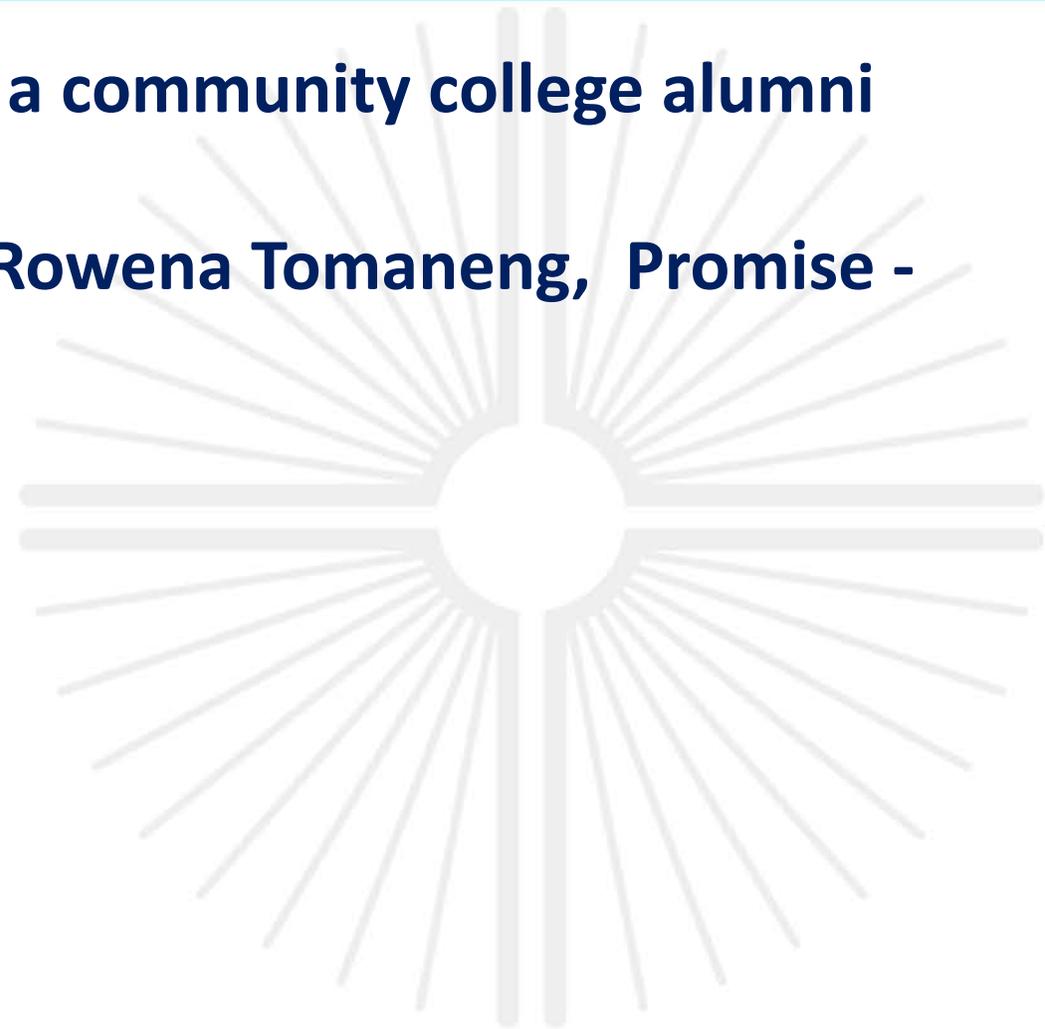
Serina Mummert
Student Trustee
Citrus CCD

Ernie Mitchell, Jr.
Alumni
Long Beach CCD
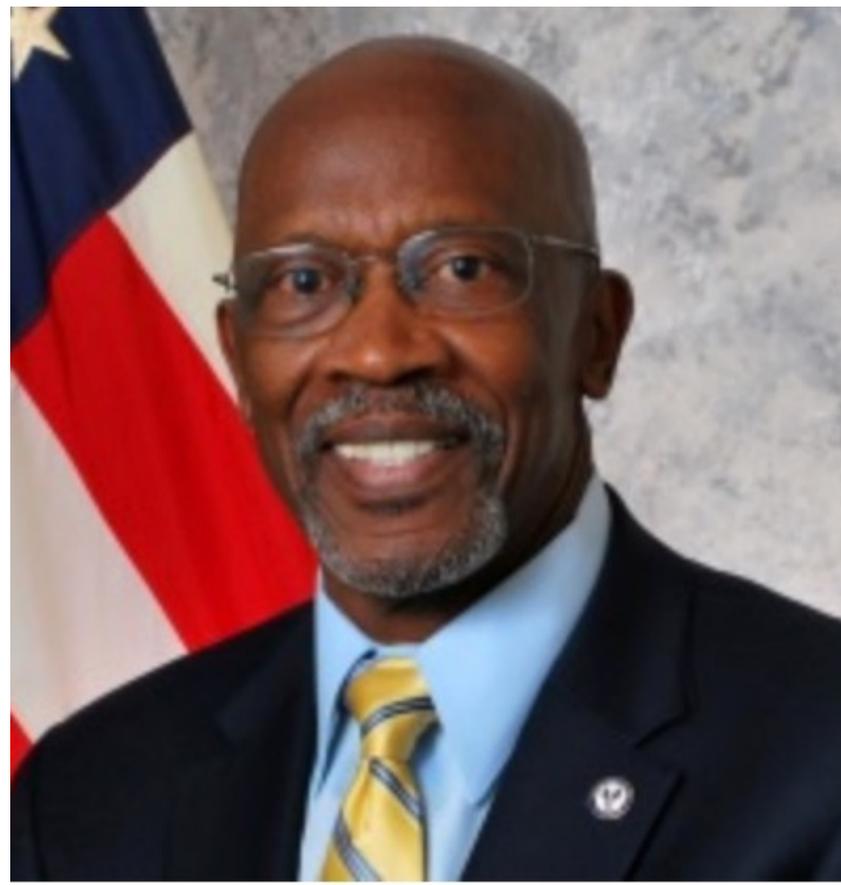
MENTIMETER POLLING

Trisha Murakawa
Trustee
El Camino CCD

POP-UP
POLL TIME!!
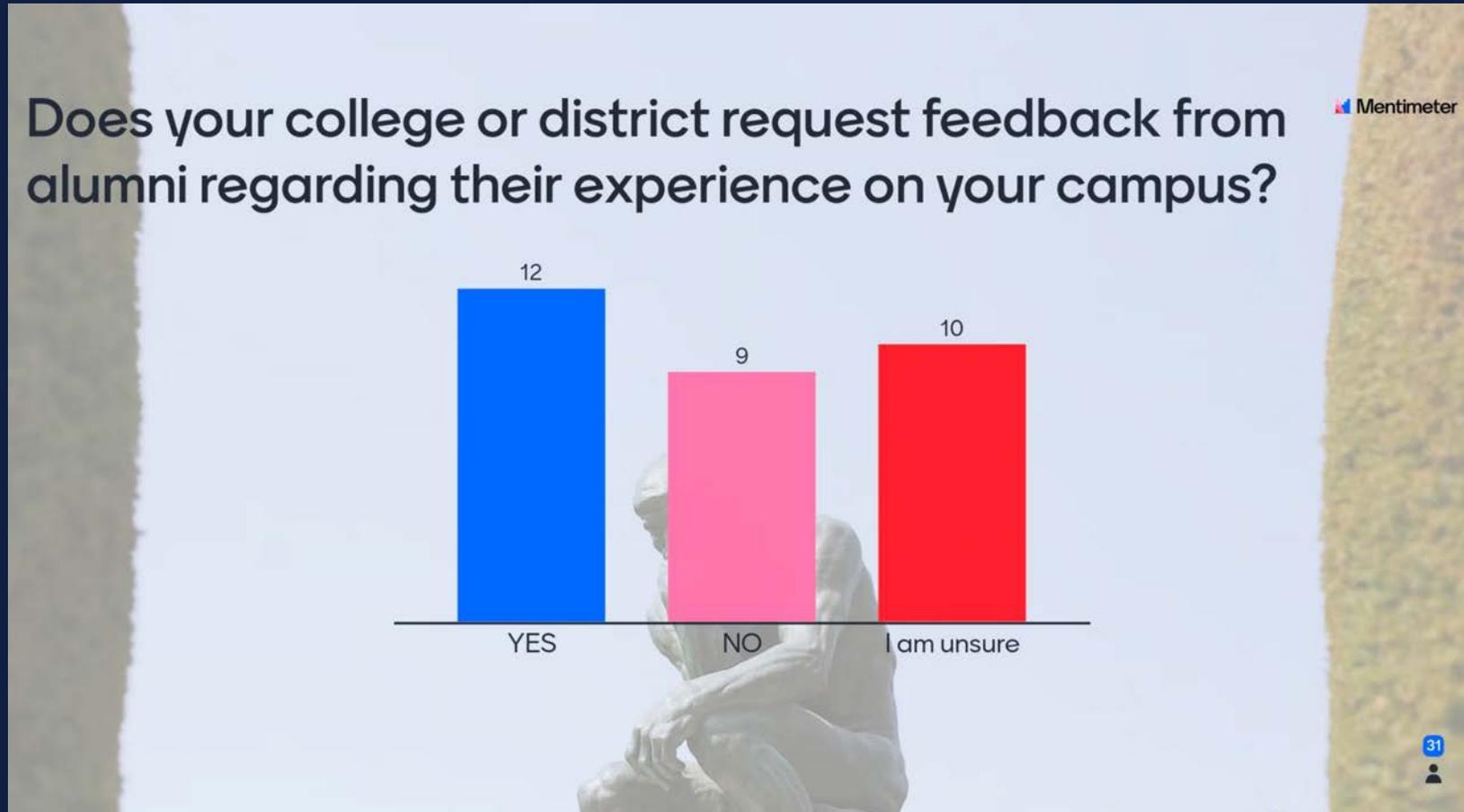
Panel Moderator

Nan Gomez-Heitzeberg
Trustee
Kern CCD
CCCT & ACCT Board Member

DEIA Defined:

- ◎ **Diversity**
- ◎ **Equity**
- ◎ **Inclusion**
- ◎ **Accessibility**

Cultivating
Diversity

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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

2020 REPORT

Vision for Success Diversity, Equity and Inclusion Task Force

California Community Colleges Chancellor's Office | Eloy Ortiz Oakley, Chancellor
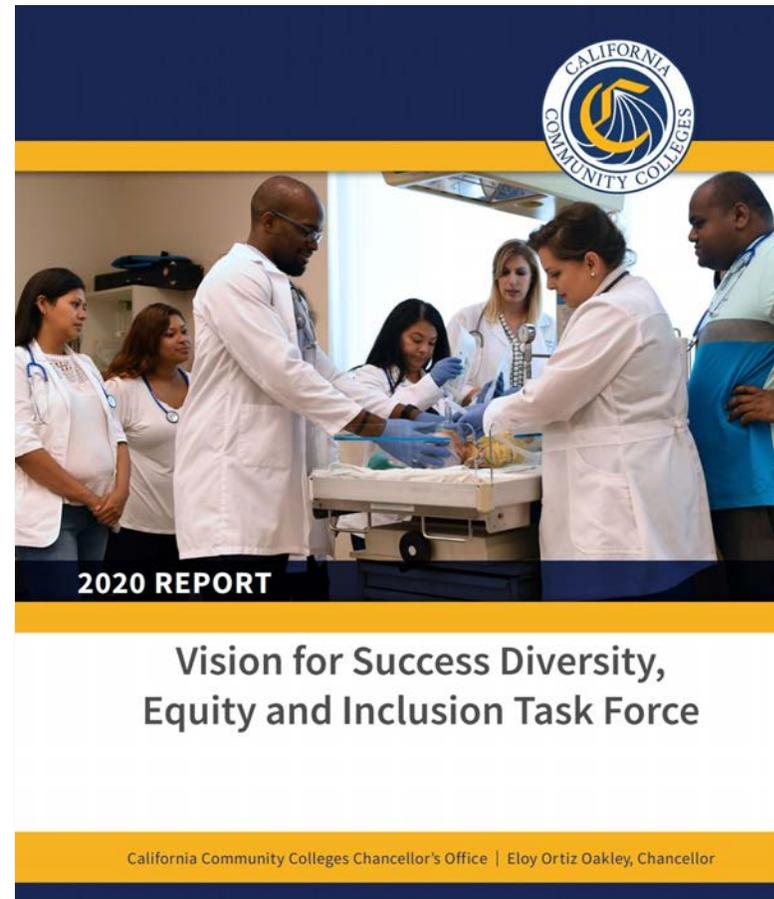
2017:
- **Vision For Success**

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**

- Minimum Qualifications practices
- Transforming campus culture
- Tenure Review and Evaluations
- Hiring Advertisement & Recruitment
- Professional Development & Required Training
- Centralized tools (i.e. fellowship and registry)
- 68 Recommendations

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; CCCCO DEIA Fundamentals Modules; Excellence in Trusteeship program DEIA Competency; CCLC webinars & DEIA Townhall Series (Trustees & CEOs); local/regional/statewide groups like: Equity Avengers, Colleagas, & A^{2}MEND

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

DEIA Town Hall: Progress, Practice and Promise

Practice is presented by Rowena Tomaneng, President
San Jose City College, San Jose-Evergreen CCD

The SBCCD Promise

- 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.

Ensuring the Promise for our Students

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
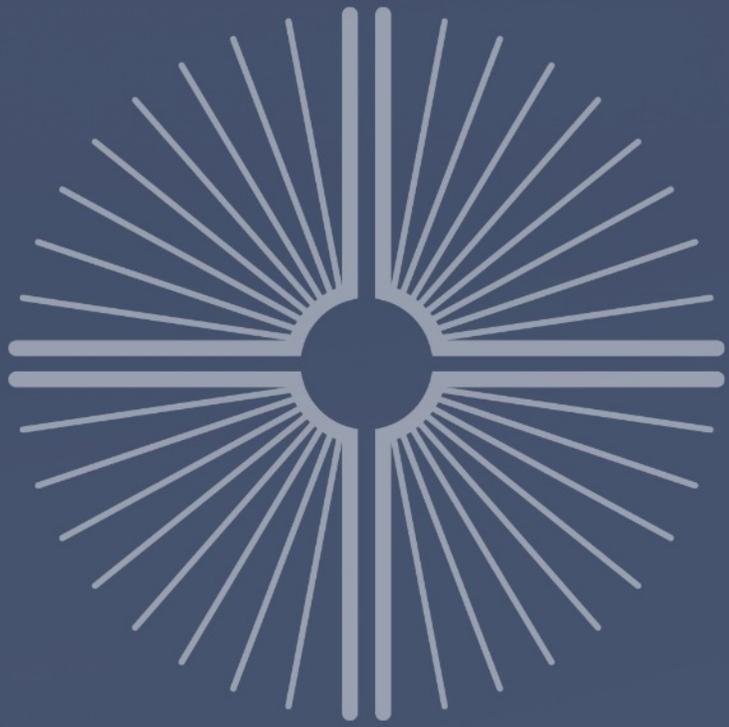
POP-UP POLL TIME!!

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
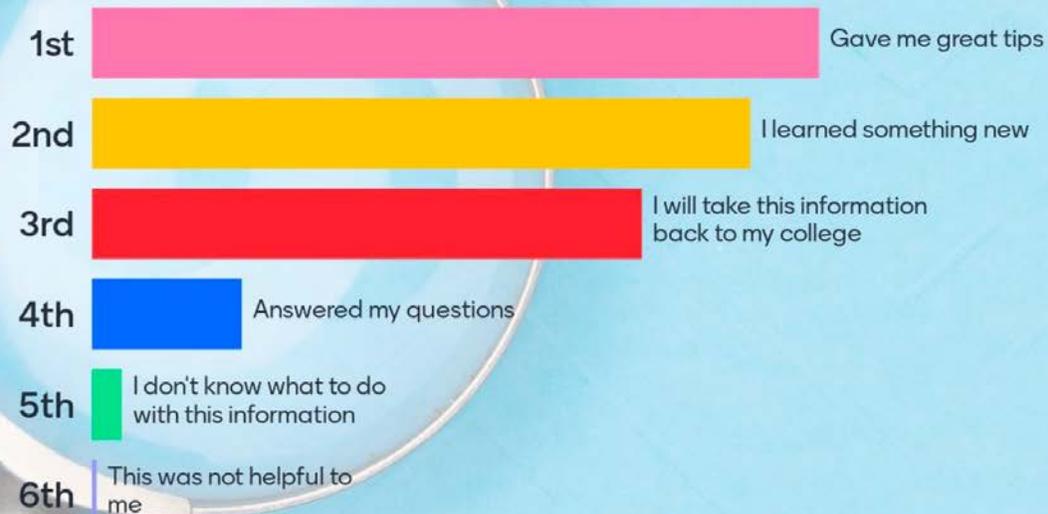
POP-UP POLL TIME!!

Which component of the town halls - past and present - do you find most helpful? (Choose up to 3 options.)

Rank	Component
1st	panel discussion
2nd	PowerPoint/slides
3rd	Q&A opportunities
4th	webinar
5th	chat discussions
6th	breakout sessions
7th	videos
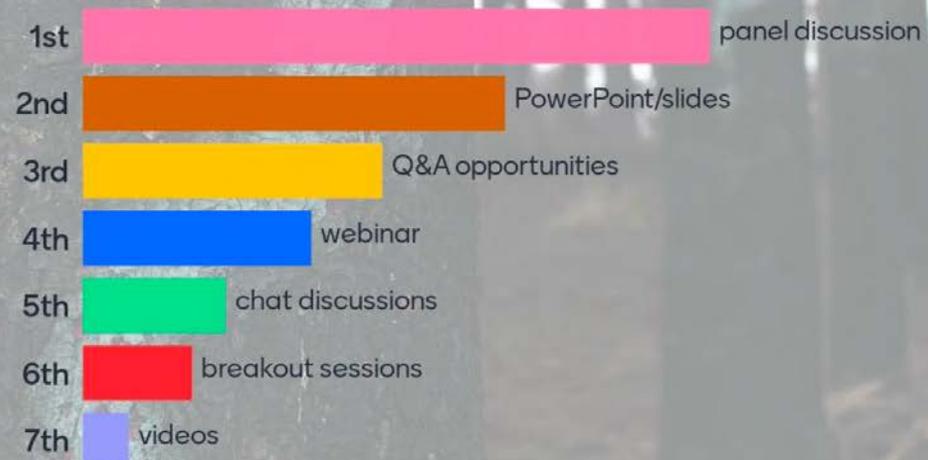
POP-UP
POLL TIME!!

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
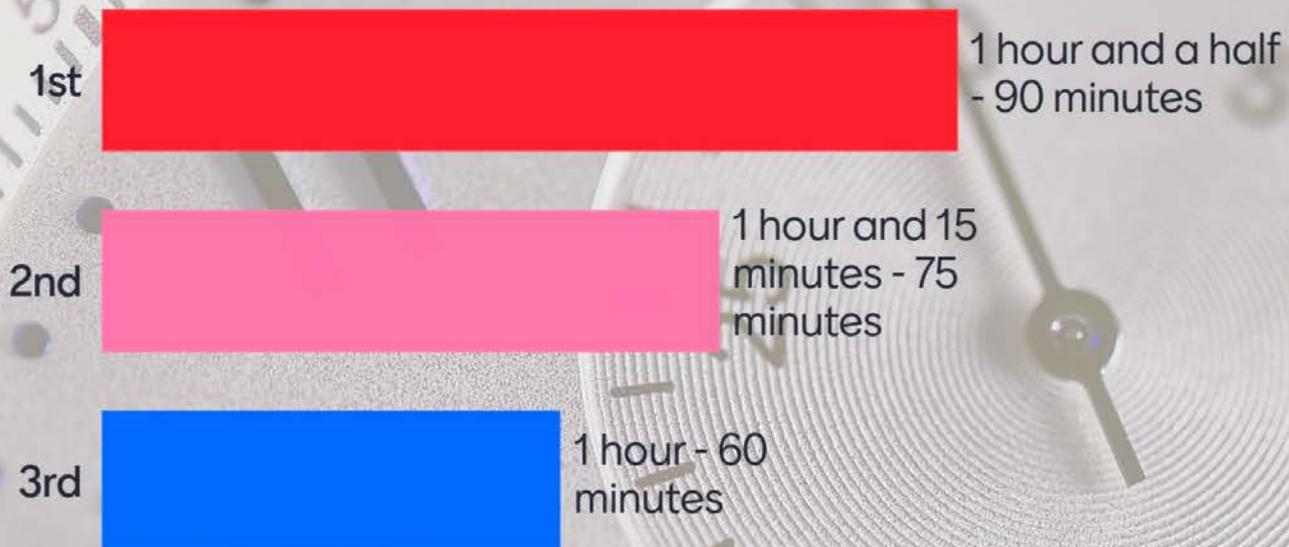
SUMMARY

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 ◆ 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

❖ 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

❖ 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

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:
https://ccleague.org/advocacy/workgroups-and-taskforces/diversity-equity-inclusion-and-accessibility

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

[Trustee Webinar Registration]

[Town Hall Registration]

[League Events Information]
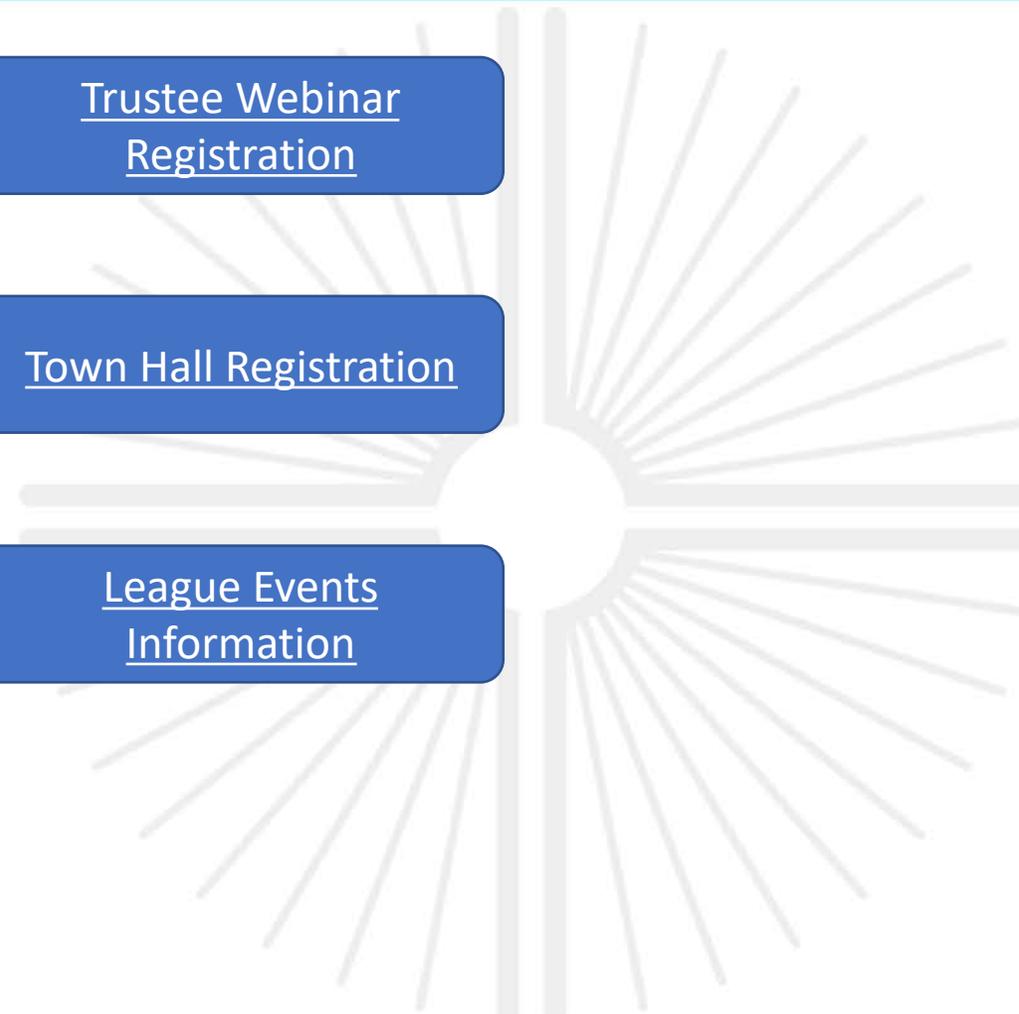
Annual Trustees Conference

May 5-7, 2023

Monterey Plaza

Accreditation site visit around the corner?

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**

Did You Know ❓

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

and

➡ 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!
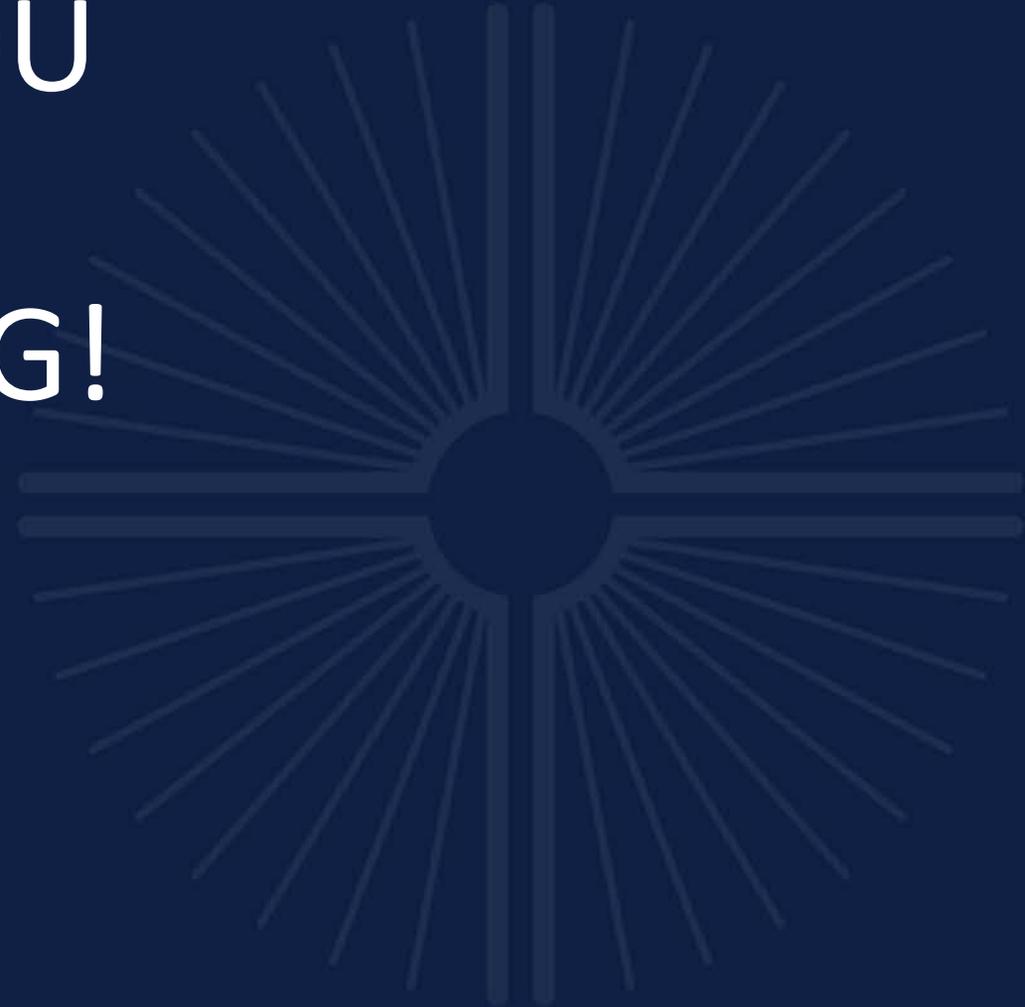
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