



TRUSTEE TOWNHALL SERIES

DEI MISSION STATEMENT

THURSDAY, APRIL 1
6:00 P.M. - 7:30 P.M.



Welcome & Introductions

Adrienne Grey

CCCT Board President

West Valley - Mission CCD



Vision for Success DEI Task Force Report*

68 DEI Recommendations



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



Diversity Statement*

Systemwide and Local

Strategy F:

Adopt a statewide diversity statement and incorporate the diversity statement into the mission of the California Community Colleges. **Encourage colleges to adopt a diversity statement as part of their mission statement.**

- Tier 1 Activity: Board of Governors to approve systemwide statement on diversity, equity and inclusion and integrate the language in Title 5 regulations, the California Community Colleges mission, EEO plan templates and multiple measures certification forms.
- **Tier 2 Activity: Local boards to adopt a statement on diversity, equity and inclusion publicly.**



Diversity, Equity and Inclusion Resolution*

Districts Adopt by June 30, 2021

*****SAMPLE RESOLUTION*****

AFFIRMING [COMMUNITY COLLEGE DISTRICT] COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

WHEREAS, [Community College District's] Mission Statement asserts that [Community College District] is a welcoming and inclusive equity-minded, anti-racist learning environment where diverse students are supported to pursue and attain student success. [California Community College District] provides solutions to challenges, utilizes the latest techniques for preparing the workforce and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment; and

WHEREAS, the diverse student population of the [Community College District] is one of its greatest assets and closely reflects the diverse population of California, as X% of its students are Latinx, X% are White, X% are Asian, X% are Black, X% are Filipino, X% are Native American, and X% are Pacific Islander; and

WHEREAS, diversity enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking; and helps people learn to communicate effectively with others of varied backgrounds; and

WHEREAS, diversity strengthens communities; prepares students to become globally responsible citizens in an increasingly complex, global society; fosters mutual respect and teamwork; helps build communities whose members are judged by the quality of their character and contributions; enhances the nation's and the state's economic competitiveness because it brings together individuals from varied and different backgrounds and cultures into the workplace; and

WHEREAS, there are significant equity gaps in completion rates among student populations, and the *Vision for Success* calls on the system to integrate equity throughout all efforts to increase student success and to eliminate those equity gaps by the year 2026-27; and

WHEREAS, [Community College District] has adopted local *Vision for Success* goals centered on improving students success, including [insert Local Vision Goals]; and

WHEREAS, faculty and staff diversity is a driver for the educational achievement and the social mobility of students; documented by established peer reviewed literature that affirms that students who benefit from a racial and ethnic diverse faculty are better prepared for leadership, citizenship, and professional competitiveness; and

WHEREAS, recognizing the importance of faculty and staff as key drivers of student success, the Board of Governors of the California Community Colleges has adopted the Diversity, Equity and Inclusion Integration Plan, consisting of 68 hiring, recruitment and retention strategies to address the lack of diversity among full-time and part time faculty, classified staff and educational administrators. The Board of Governors also adopted title 5 regulation changes

acknowledging that racism, discrimination, and biases exist and the goal is to eradicate them from our system and embrace diversity; and

WHEREAS, [Community College District] is a public California Community College District, and accepts the responsibility to address the needs of the diverse institutions and populations within its service area; and

WHEREAS, [Community College District] has taken the following actions to support diversity, equity and inclusion at our college(s): [insert efforts such as those listed below]

- Students: efforts to include the student voice to inform Board policies and actions related to faculty and staff diversity
- Board Policies: statements by the board in support of diversity, equity and inclusion
- Human Resources: identify actions to address underrepresentation in current staffing
- Equal Employment Opportunity Plan: actions related to faculty and staff diversity supported by national, state and local data
- Equity Plans: district board review and update to the Equity Plans with the goal of infusing actions to uplift the most vulnerable and socially disadvantages students in our system
- Professional development: efforts to support increased cultural competencies among staff and faculty and understand implicit bias
- Campus climate and curriculum: campus dialogue, audit of classroom climate and action plans to create inclusive classrooms and anti-racist curriculum

NOW THEREFORE BE IT RESOLVED, that we, the [Community College District] Board of Trustees, hereby reaffirm strongly our support for diversity in faculty and staff hiring; diversity among faculty, students, staff and programs; and expect everyone in the [Community College District] community, through their roles and responsibilities, to implement the District's diversity initiatives and maintain a climate of respect, civility, anti-racism, and inclusion as part of the institution's commitment to educational excellence; and be it further

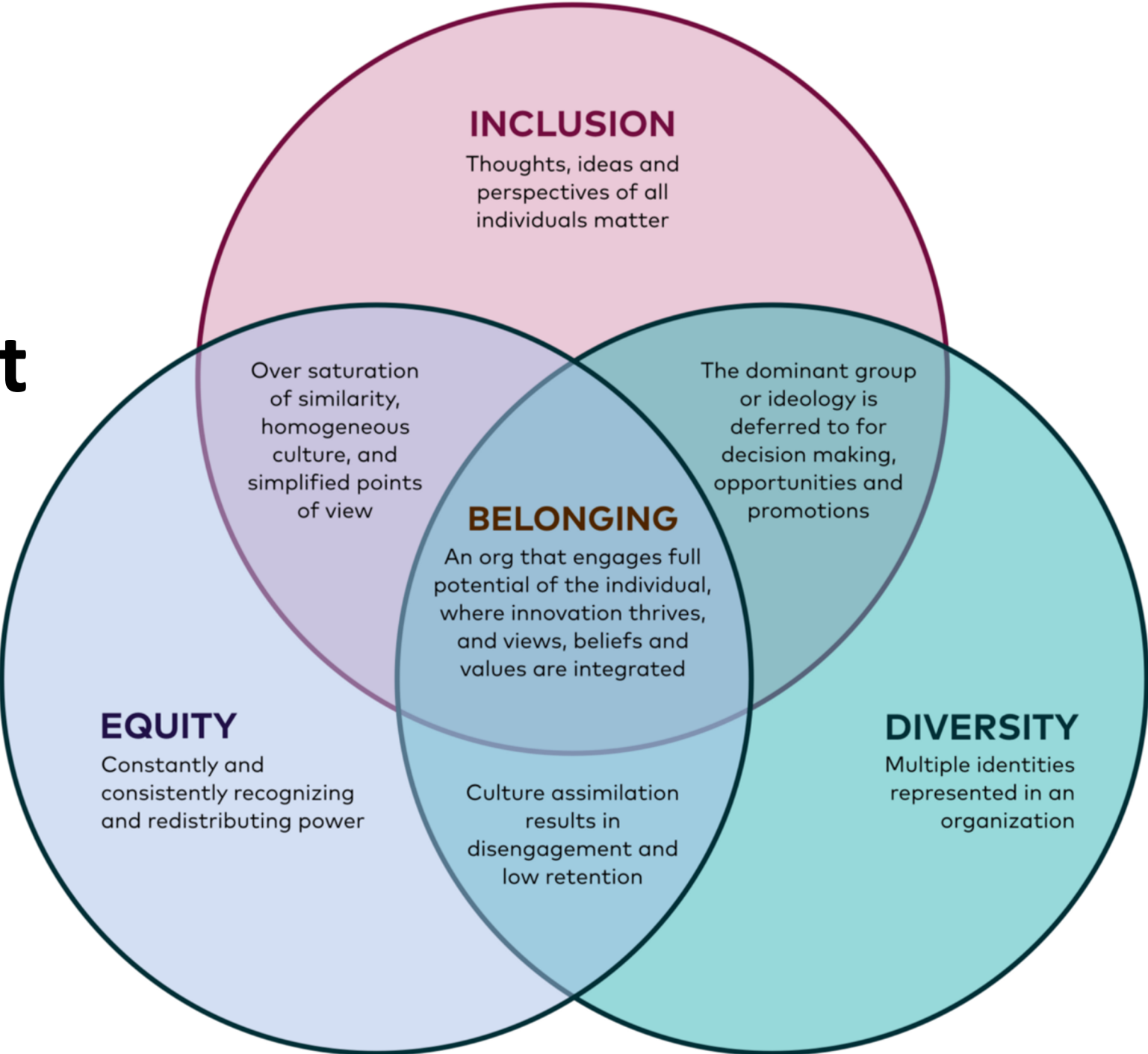
RESOLVED that [Community College District] Board of Trustees will support and implement the recommendations from the California Community Colleges Chancellor's Office Vision for Success Diversity, Equity and Inclusion Task Force Report dated April 24, 2020, and biannually participate in implicit bias and cultural competency training; and be it further

RESOLVED, the [Community College District] Board of Trustees shall publicly review on an annual basis the District's compliance with the California Education Code Equal Employment Opportunity standards and Chancellor's Office Certification Form that incorporates multiple methods to address diversity, including, but not limited to, board policies and adopted resolutions; incentives for hard-to-hire areas/disciplines; focused outreach and publications; procedures for addressing diversity throughout hiring steps and levels; consistent and ongoing training for hiring committees; professional development focused on diversity; diversity incorporated into criteria for employee evaluation and tenure review; grow-your-own programs; an analysis of why staff leave the district; and the make-up of hiring committees.



The Charge

Local Boards adopt DEI Resolution by June 30



Graphic from [*Belonging: A Conversation about Equity, Diversity, and Inclusion*](#), Medium, 2019

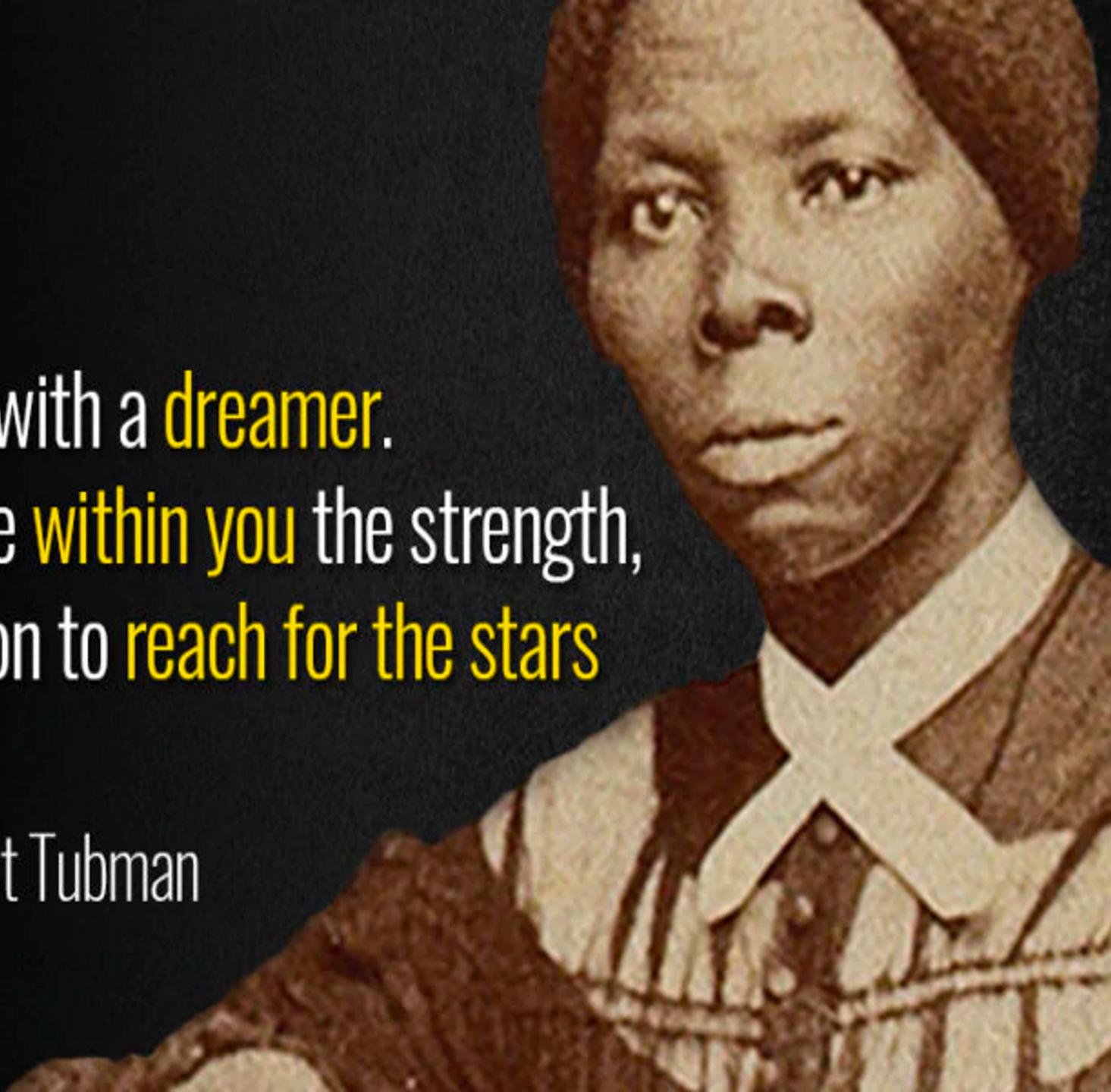
PRESENTERS

Linda Wah
Mayra Cruz
Nan Gomez-Heitzeberg



Jim Osterling
Erika Endrijonas
Berlinda Brown
David Ramirez



A sepia-toned portrait of Harriet Tubman, an African American woman with her hair pulled back, wearing a dark dress with a white collar. She has a serious, determined expression.

“Every great dream begins with a dreamer.
Always remember, you have within you the strength,
the patience, and the passion to reach for the stars
to change the world.”

Harriet Tubman

DEI in Action



PASADENA
CITY COLLEGE

The Pasadena City College BOT Story

**(Assess Where You Are) Trustees ⇒ Officers vs Committee ⇒ Full Board
Review Toolkit (Sample Statement)**

- Incorporate Values
- Board Mission Statement
- Be intentional with Words:
 - ✓ Strong Leadership Role
 - ✓ Strong Articulation of Values

CEO

- Link with College DEI activities
- Ensure the Statement is Guiding Foundation for all Activities




PCC's Action Plan

Trustees + CEO

- Establish a DEI agenda item at every Board Meeting
- Adopt DEI Mission
- Adopt DEI Resolution
- Issue a Joint Statement of Support



WHY Adopt the DEI Resolution?

1. Promotes change and dismantles systemic barriers
 2. Informs board decisions
 3. Supports monitoring progress
 4. Provides underrepresented students, employees and communities with equitable access
- 

Sample DEI Resolution

COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Major Components:

- Statement of DEI Mission
- **District Demographics**
- Value & Impact of Diversity
- Vision for Success Goals
- **District Vision for Success Goals**
- DEI Integration Plan 68 strategies
- Reduction of equity gaps
- **District actions that support DEI**

Affirm & Commit To:

Support diversity in hiring, implement district diversity initiatives, maintain climate of respect as part of educational excellence

Support & implement Vision for Success DEI recommendations

Participate in cultural competency and implicit bias training biannually

Annually review EEO Standards & Certification Form that incorporates and enumerates methods to address diversity

DEI Resolution Guiding Questions

Assessing where your board is on the path

- Has your board already had work sessions or discussions related to diversity, equity and inclusion (e.g., student success and completion, staffing, etc.)?
- What are some of the ways your board has taken action to support DEI?
- How has your board centered DEI in their work?

Activity: Breakout Session by District



1. Review sample [DEI Resolution](#) .
2. Discuss the following questions:
 - a. **Reflection:** What stands out to you? What questions do you have?
 - b. **How would you begin** this conversation with your board and CEO?
(e.g., study session, retreat, at board meetings, local town hall)
 - c. **What would you add** to this resolution to make it unique to my district/college? (Include **LOCAL:** demographics, goals aligned to the Vision for Success, actions you are taking to advance DEI)
 - d. What are your **next steps?** (be specific)
3. GOAL: Adopt the resolution by June 30th

Welcome Back!

Reflections...



RECAP

- ❖ Updated DEI
- ❖ Received Practical Guidance
- ❖ Developed a plan to adopt [DEI Resolution](#)





QUESTIONS???

ANY QUESTIONS FROM THE CHAT ROOM?

THANK YOU
to...

APPLAUSE

All Participants

**CCLC Staff: Sylvia Harris, Laura Murrell,
Sadie Brown and Jimmy Madrigal**

Breakout Session Facilitators

Chat Room Moderator: Vicki Gordon

**Presenters: Linda, Mayra, Nan,
Jim, Erika, Berlinda, David**

**CCCT Collaborators, The Chancellor's
Office, Dr. Raquel Rall**

Next Trustee Town Hall

May 20, 6pm-7:30pm

TOPIC:

Advancing DEI from Resolution to Action

A photograph of a paved road stretching into the distance under a blue sky with light clouds. A large white arrow is painted on the road, pointing towards the horizon. Below the arrow, the words "READY FOR ACTION" are painted in large, white, bold, sans-serif capital letters. The road is flanked by green grassy fields.

**READY FOR
ACTION**

Resources

Reading:

[Vision for Success DEI Task Force Report](#)

Title 5 § 51201

[Statement on Diversity, Equity, and Inclusion in the California Community Colleges](#)

[Sample DEI Resolution](#)

Reference:

[DEI Glossary of Terms](#)

Contact us:

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Nan Gomez-Heitzeberg

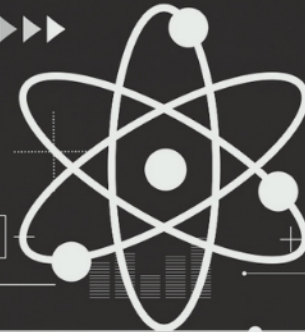
Nan.Gomez@kccd.edu

A wide-angle photograph of a sunset over the ocean. The sun is a bright orange orb on the horizon, with a shimmering reflection on the water. The sky is filled with dramatic, dark clouds, some of which are illuminated from below by the setting sun, creating a golden glow. The overall color palette is dominated by oranges, yellows, and dark blues.

**Goodnight,
Everyone!**

ANNUAL TRUSTEES CONFERENCE

May 5-7, 2021



**Registration Opens
Monday, March 15th**

BLACK STUDENT SUCCESS WEEK

SAVE THE DATE
APRIL 26-30

Daily Webinars 12:00pm - 1:00pm



FOUNDATION for CALIFORNIA COMMUNITY COLLEGES



Academic Senate for California Community Colleges

LEADERSHIP. EMPOWERMENT. VOICE.

#TheBlackHour
#BlackStudentSuccessWeek



NEW PROGRAM

Black Ally Program

“Dismantling Anti-Blackness At Your Campus”

Course Faculty

Anti-Black sentiments are evident in society and within our nation's schools, colleges and universities. Participants will learn how anti-Blackness manifests in these arenas and the impact this has on the climate experienced by Black students and educators. Participants will explore pro-Black frameworks and strategies to create transformative environments that actively demonstrate that Black lives and minds matter.



Lasana Hotep

A promotional graphic for CORA programs. It features a background image of a smiling Black man in a blue shirt. The CORA logo is in the top left. The text 'NEW PROGRAMS COMING THIS SPRING' is prominently displayed in the center. To the right, a list of program features is provided with checkmarks.

CORA

NEW PROGRAMS COMING THIS SPRING

All programs have the following format:

- ✓ 15 hours
- ✓ 1.5 CEUs
- ✓ 4 modules
- ✓ Based on over a decade of research by CORA faculty
- ✓ Live, synchronous sessions with course Faculty
- ✓ Recorded presentations, quizzes, readings, forums

Request
information:
www.coralearning.org

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