


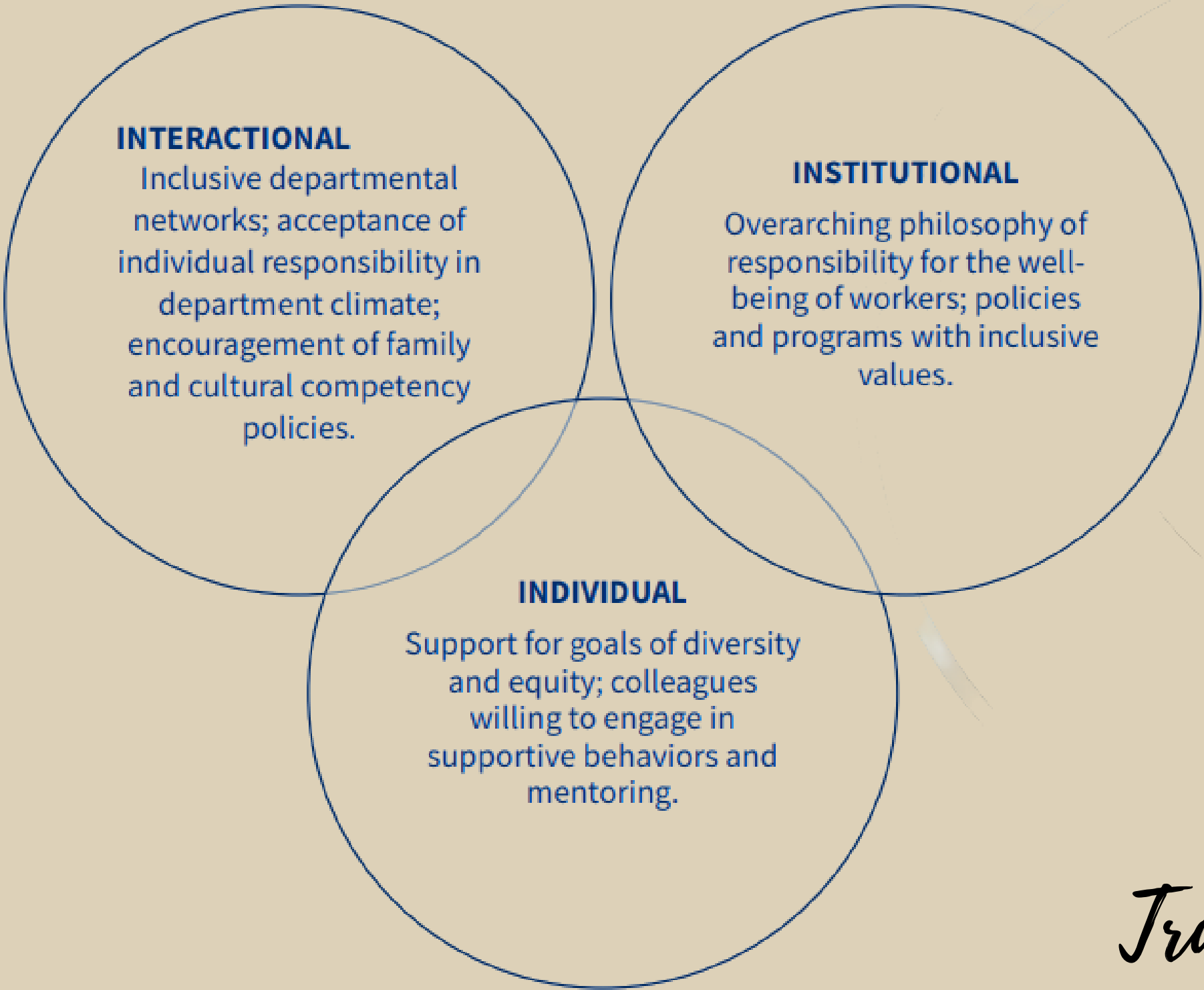
CALIFORNIA COMMUNITY COLLEGES

CALL TO ACTION



Presentation to Admissions
08-31-2020

Compliance



*Transforming a Culture
Move from Compliance to Empowerment*

Understand and Internalize

“With the goal of ensuring the equal educational opportunity of all students, the California Community Colleges embrace diversity among students, faculty, staff, and the communities we serve as an integral part of our history, a recognition of the complexity of our present state, and a call to action for a better future. Embracing **diversity means that we must intentionally practice acceptance and respect** towards one another and **understand that discrimination and prejudices create and sustain privileges for some while creating and sustaining disadvantages for others...**Our commitment to diversity requires that we strive to **eliminate those barriers to equity** and that we act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community...”

Source: DEI Statement adopted September 17, 2019

1

A system-wide review of law enforcement officers and first responder training and curriculum.





An Opportunity...

To transform our communities by leading the nation in training law enforcement officers and first responder workforce in unconscious/implicit bias, de-escalation training with cultural sensitivity, and community-oriented/de-militarized approaches

Work with ASCCC, Faculty, CTE, WE, community stakeholders, Commission on Peace Officer Standards & Training

2

Campus leaders must host open dialogue and address campus climate.





Open Dialogue

- Murder of George Floyd
- Ongoing violence projected in the news
- Increased unemployment
- Poverty and inequality impact every single community



Honest Conversations

How we come together as an educational community to keep building inclusive and safe learning environments?

3

Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum



Classroom Climate



Comprehensive Review

All courses and programs, including non-credit, adult education, and workforce training programs

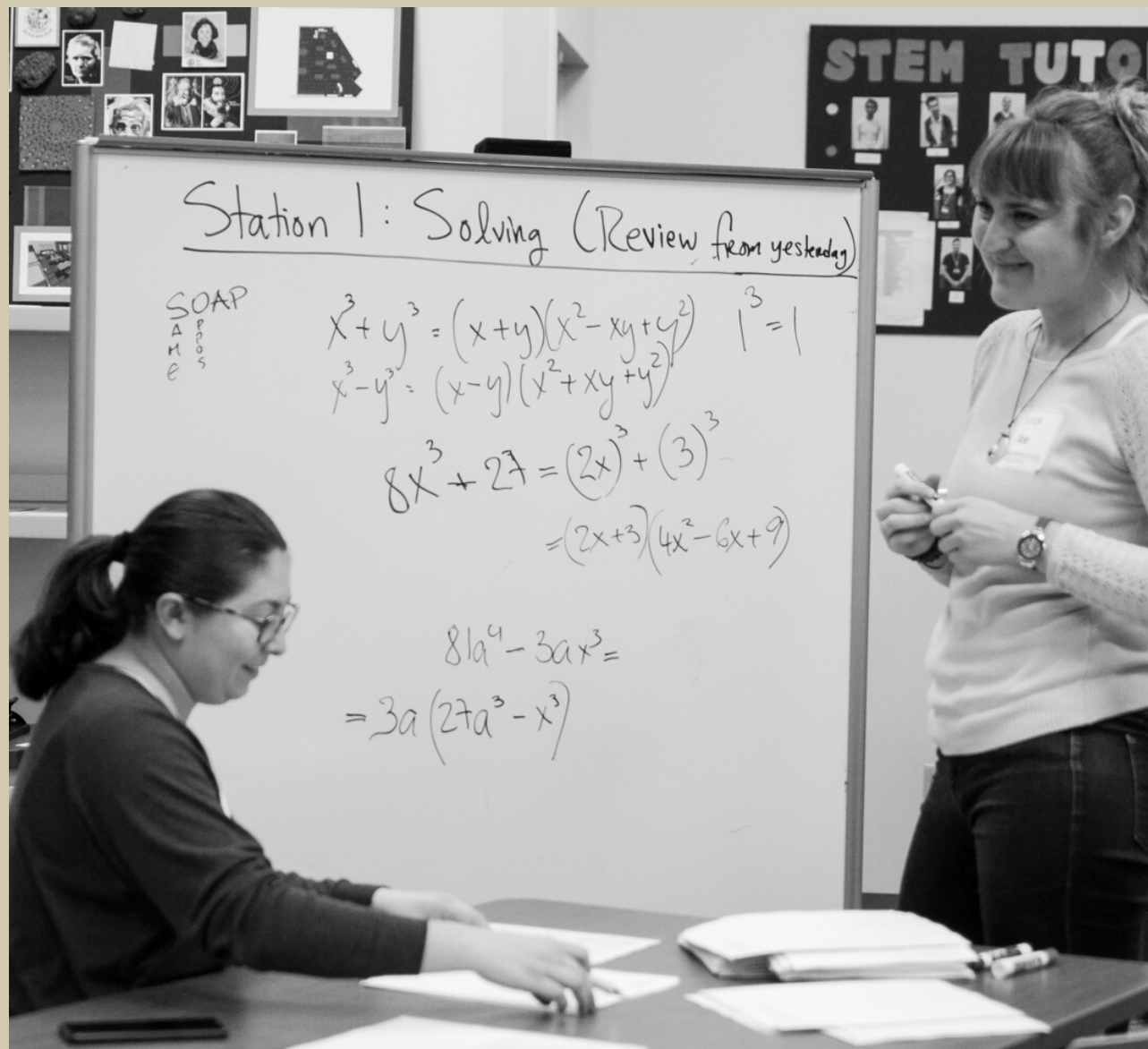
Feedback

How do we give and receive feedback

Growth

Embrace the process of feedback as a productive learning tool rather than a tool wielded to impose judgment and power

Action Plans



Proactive Support

Classroom and learning cultures

Curriculum

Lesson plans and syllabi

Evaluation protocols

Inclusive Curriculum

Beyond a single course like ethnic studies

Evaluate all courses for diversity of representation and culturally-relevant content

Intentionality

About engaging the experiences, perspectives and voices of non-tenured and adjunct faculty in the equity work of the campus

4

Campuses must audit classroom climate and District Boards review and update your Equity plans with urgency. It is time for colleges to take out their Equity Plans and look at them with fresh eyes and answer the question of whether it is designed for compliance or for outcomes.





Equity Plans

Is our equity plan designed for compliance or for outcomes?

EQUITY PLANS



Conversations

Conversations about the limitations and barriers to pushing their equity plans and agenda further



A Cross-campus Team

Research, human resources, technology, faculty, support services, classified staff



Focus

Naming the barriers, identifying solutions, and rallying the full campus to engage in meeting needs

5

Shorten the time frame for the full implementation of the Diversity, Equity and Inclusion Integration Plan.



A black and white photograph of a desk. In the foreground, there is a white cup of coffee on a saucer with a spoon. To the left, a smartphone is partially visible. In the background, a laptop is open, and some papers are scattered on the desk.

Diversity, Equity, Inclusion

DEI

Mandated that our system create a plan to address diversity, equity and inclusion (DEI) in our workforce and learning environments

Cannot wait 5 years to implement DEI
Integration plan - impact on mission of the system and EEO reports

6

Join and engage in the Vision Resource Center “Community Colleges for Change.”



**Community
Colleges for
Change**



Engage in Vision Resource Center

Join

Vision Resource
Center's Virtual
Community

Engage

With the online
community

Learn

From dialogue and
Modules available

visionresourcecenter.cccco.edu

Our mission this year is to dive into our
equity plan.

Is it designed for compliance our outcomes?

Are there limitations or barriers?

Is there anything we can do to accelerate?