

Call to Action/DEI Update 1-24-2022

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| <p>1. A System wide review of law enforcement officers and first responder training and curriculum. This area was expanded to include a review of Campus Policing.</p> | <p>COC Academic Senate Cultural competency checklist and are working to incorporate this checklist into the curriculum review process for all disciplines.</p> <p>The COC Academic Senate President has reached out personally to all of our first responder disciplines to discuss review curriculum and received positive feedback from these disciplines.</p> <p>At the Statewide level the CCCCCO has proposed changes to Title 5 in relation to campus policing. This will impact hiring, training, policy, creating an advisory committee, and bargaining to require a different evaluation process. It will also impact curriculum as the CCCCCO would like a Modern Policing degree to be developed. Applicants who hold this degree will be given preference.</p> |
| <p>2. Campus leaders must host open dialogue and address campus climate.</p> | <p>Huge number of diversity dialogues, trainings, discussions and events have occurred.</p> <ul style="list-style-type: none"> • Building a Sense of Community-Diversity Series • Dreamers Together Town Hall • California Native American Day • Hispanic Heritage-Emerging Latinx Leaders, student and employee panels • Celebrating Hispanic Heritage Month – 16 sessions • Undocumented Student Action Week, opened our Undocumented Resource Center (URC) • Moving Diversity, Equity and Inclusion Forward in Corporate America • Critical Race Theory in America <p>Robust CCCCCO Offerings – including 2 day Summit 2/1 and 2/2 Physical Multicultural Center being planned for opening in Spring/Fall 2022. Call to Action website to be expanded</p> |
| <p>3. Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.</p> | <p>Have and continue to offer Culturally Responsive Teaching Workshops. CETL Training on Faculty to Faculty best practices in the classroom. Brown Bag lunch series virtually. Developing faculty awards Faculty focused podcasts Created DEI Liaison position in Academic Senate. USC’s Decentering Whiteness in Pathways three-part webinar series English Department – Committee for Anti-Racism in English (C.A.R.E.) Trained more than 100 faculty in OnlineLIVE synchronous instruction with equity minded focus. Updated CETL and EMP websites</p> |

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| | <p>EMP sub groups</p> <ol style="list-style-type: none"> 1. Support on campus – securing organizational commitment 2. Goals explicitly stated by race and ethnicity to improve retention, transfer, graduation, STEM participation, 3. Deans and department chairs engaging faculty in the examination of course level data dis-aggregated by race and ethnicity 4. Faculty, administrators, and staff are provided with evaluation tools, resources, and methods on meeting racial equity goals 5. Ethnic Studies and Area F regarding equity. <p>BOG AA degree requirement.</p> |
| <p>4. District Boards review and update your Equity plans with urgency.</p> | <p>SEA Plan reviewed in Spring 2021. Next plan update due 2022. Board of Governor’s changes to Title 5 language that directly impacts the EEO Plan. EEO Plan template will be issued in early 2022.</p> <p>Fall 2021 - HR has worked with the EEO Advisory Committee in updating the District’s EEO Plan which will be sent through the appropriate approval and review process and presented to the Board of Trustees as soon as possible.</p> |
| <p>5. Shorten the time frame for the full implementation of the Diversity, Equity and Inclusion Integration Plan.</p> | <ol style="list-style-type: none"> 1. Fall 2021 – Updated hiring procedures for all groups, FT Faculty procedures have already been approved. Others are in the review process. 2. Members on the Equal Employment Opportunity Advisory Committee met several times during Fall 2021 to discuss and revise updated Hiring Procedures for Adjuncts, Classified Administrators, Classified Employees, Short Term Employees, Education Administrators. They will be going through the District approval processes. 3. Revised hiring committee training and format 4. Revised job announcement template for faculty positions 5. Developed new standards to require a diversity statement of applicants. 6. Developed exit interview process 7. Revise key policies and procedures with DEI in mind. BP/AP 7100, 7120, etc. |
| <p>6. Join and engage in the Vision Resource Center “Community Colleges for Change.”</p> | <p>COC has advertised this resources several times since it was launched. Since Chancellor Oakley's "Call to Action" was issued in June 2020, thousands of professionals have engaged in the "CCCs for Change" community on the VRC, gaining access to resources related to institutional racism, diversity, equity and inclusion.</p> |