



Agenda Item Details

Meeting	Sep 21, 2020 - Board of Governors Meeting
Category	4. Action Calendar
Subject	4.7 Diversity, Equity, and Inclusion Implementation Workgroup
Type	Action
Recommended Action	It is recommended that the Board of Governors approve the attached resolution to establish Diversity, Equity and Inclusion Awareness Month in California's Community Colleges.

Recommended By

Dr. Daisy Gonzales, Deputy Chancellor

Background

In November 2018, the Board of Governors (Board) requested that the Chancellor's Office establish a Faculty Diversity Task Force (renamed the *Vision for Success* Diversity, Equity and Inclusion Task Force). At the September 2019 meeting, the Board approved the Diversity, Equity and Inclusion (DEI) Integration Plan and directed the Chancellor's Office to present an update on the timeline for the implementation of the [68 recommendations in the DEI Integration Plan](https://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf) (https://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf). At its January 2020 meeting, the Board established that future progress reports must be provided at the following Board meetings: September 2020, March 2021, September 2021, and March 2022.

This progress report on the DEI Integration Plan is the first bi-annual report to the Board. The report is presented in the middle of a global pandemic, a growing fiscal crisis and national civil unrest that urges immediate action to address systemic racism. While the Legislature did not appropriate additional funds for this work in the 2020-21 budget, California's community college system remains committed to advancing diversity, equity and inclusion efforts. On June 3rd, Chancellor Oakley issued a Call to Action (see attachment: Call to Action Letter) urging statewide campus leaders and their community to take immediate steps to execute the following:

1. Conduct a system wide review of police and first responder training and curriculum;
2. Campus leaders to host open dialogue and address campus climate;
3. Campus leaders audit campus classroom climate and develop an action plan to create inclusive classrooms and anti-racism curriculum;
4. District Boards to urgently review and update their Equity plans;
5. Shorten the time for the full implementation of the DEI Integration Plan recommendations; and
6. System wide engagement in the virtual "Community Colleges for Change" on the Vision Resource Center.

Since then, the California Community Colleges system has been bold, reflective and genuine in their approach to address systemic racism. The Chancellor's Office has met the system's resolve to incorporate and normalize terms such as anti-racism, anti-blackness, racial justice and liberation, by amending title 5 regulations and making available professional development opportunities to help advance our shared understanding of systemic racism. To provide an equitable education to our diverse student population we must remain resolute in our focus to redesign our institutional hiring and student support practices with and equity mindset.

Theory of Change

Early on, the DEI Task Force affirmed two principles: first, faculty and staff diversity is a driver for the social mobility and educational achievement for students, and second, community colleges must shift from an intentional practice of compliance to partnerships across systems/departments/divisions in order to design, implement and reinforce policies, procedures and behaviors that serve to cultivate an inclusive ecosystem. With a deep understanding that system diversity efforts must transform institutions, departments and individual in order to transform our system's workforce and culture, our theory of change is grounded in state-level leadership and the empowerment of local districts and communities.

California community college districts are independently operated by locally elected trustees and the leaders they employ. However, the Board's adoption of a new DEI statement established our obligation to address systemic and institutional biases still

visible in our student achievement data and in faculty and staff diversity. Thus, the implementation of the DEI Integration Plan requires the Chancellor's Office and DEI Implementation Workgroup to create statewide partnerships that can help local district leaders internalize, adopt and implement the necessary changes to advance DEI. The Chancellor's Office and the Implementation Workgroup must provide statewide leadership of DEI and stimulate action through advocacy; professional development; oversight through data analysis, audits and surveys; changes to regulations; legal opinions; toolkits; and guidance memos that encourage best practices. Through the deployment of these tools, the goal is to create longstanding structures and a commitment from leaders and communities. This transformational change requires the empowerment of local leaders to assess, dismantle and create structures, processes, behaviors and interactions that will transform their institutions.

From Task Force to Workgroup

The transition of this work from a task force to a workgroup is both intentional and critical for progress. The stakeholder associations that are a part of the DEI Implementation Workgroup are responsible for guiding and leading the implementation of the 68 statewide DEI recommendations (see attachment: DEI Implementation Workgroup Roster). Their leadership is crucial to system wide cultural transformation and to support changes to policies, regulations and processes. The stakeholder associations in the Implementation Workgroup must wear their statewide hat to shepherd the implementation of the 68 recommendations through collaboration, coordination and joint communications.

To date, the Implementation Workgroup has met six times (starting in April after canceling in-person meetings due to COVID-19) and meets twice a month. To systemically mobilize action, the Implementation Workgroup associations have been asked to take action in four ways.

1. Adopt DEI as a priority in their organizations annual goals.
2. Integrate DEI into their organizational structures (e.g. committee or subcommittees).
3. Make this topic a priority at their annual conference and professional development offered to their members.
4. Collaborate with system partners (in the Workgroup and not included in the Workgroup) to implement the DEI recommendations.

This work has never been easy, but our California community college leaders are committed to make meaningful progress and changes to our policies and practices. For example, the Student Senate for California Community Colleges (SSCCC), which is a member of the Implementation Workgroup and is represented by their Vice President Katherine Squire, has recently led a number of Town Halls to elevate the student voice and make known the experiences students are having confronting racism and inequality in our colleges.

Furthermore, as instructed by the Board to integrated DEI efforts, all changes and recommendations made by this Implementation Workgroup receive additional feedback by the Equal Employment Opportunity (EEO) and Diversity Advisory Committee (see attachment: Statewide EEO and Diversity Advisory Committee Roster) and the Consultation Council (see attachment: Consultation Council Roster) before they are presented to the Board of Governors for final action. The next section will describe progress to date.

Progress from January 2020 to September 2020

At the January 2020 Board meeting, the Chancellor's Office reported on key progress made to implement the DEI Integration Plan. Key progress included:

1. The establishment of a cross-divisional internal Chancellor's Office team to organize, analyze and staff the DEI Implementation Workgroup.
2. Ongoing advocacy and education of legislators and staff via legislative hearings and meetings.
3. Alignment of existing Chancellor's Office advisories and committees to integrate DEI.
4. The engagement of primary stakeholders to implement the DEI Integration Plan through an Implementation Workgroup.

Since the January Board meeting, the Implementation Workgroup has established a strong foundation to mobilize statewide associations to reflect on their needs and take action. Every association represented in the Implementation Workgroup has been provided with disaggregated DEI recommendations that require their input and partnership. Each group was asked to develop a work plan, discussed the details of the proposed work plan with their association leadership, make edits and submit a proposed association level work plan.

Once association work plans have been finalized, they will all be integrated into a Master DEI Work Plan (see attachment: Chancellor's Office DEI Work Plan) and leads, timelines and resources will be coordinated to create a final Master Work Plan. The attached Chancellor's Office Work Plan outlines key action, deadlines, partnerships and metrics for a successful implementation on tier 1 DEI recommendations that require the Chancellor's Office to lead. We are incredibly grateful to the association partners who have responded to the Call to Action and worked with Chancellor's Office staff to prioritize in 60 days the development of proposed association work plans. This work is critical to implement the 68 DEI recommendations, which require collaboration across multiple stakeholders, regional engagement, and support from the Chancellor's Office and, in some cases, from the state legislature. As a part of this report to the Board, each statewide association with representatives in the Implementation Workgroup has been asked to submit an organizational report (see attachment: Association Progress Reports). Their reports summarize the integration and evolution for DEI and anti-racism within their own statewide association.

While COVID-19 caused some delays for this Implementation Workgroup, in a short time period the Chancellor's Office has advanced the implementation of the DEI Integration Plan. The summary below identifies key progress and identifies the *Vision for Success* commitment, strategy and tier of the recommendation as documented in the DEI Integration Plan (e.g. Commitment 6: Strategy B: Tier 1).

- Advanced regulatory changes to integrate the DEI statement into title 5. At the July 2020 Board meeting, these title 5 regulatory changes were heard in first reading. At the September 2020 meeting, the Board will have the opportunity to take action to adopt title 5 regulations that make DEI and anti-racism integral to the mission of California Community Colleges. (Commitment 5: Strategy F: Tier 1)
- Embedded diversity, equity and inclusion into all statewide awards. The Chancellor's Office has started this work by using student outcome data as the primary way to select the winners of the Board of Governors Dr. John W. Rice Awards and Student Success Awards. The awards will be presented at the Pathways to Equity Conference on September 30, 2020. (Commitment 6: Strategy B: Tier 1)
- Made progress to change the Equal Employment Opportunity (EEO) Plan. In response to the DEI Task Force recommendation, the Chancellor's Office must make changes to title 5, EEO Plan templates and multiple methods certifications. To advance this work, the Chancellor's Office convened the EEO Plans and Multiple Methods Working Group. The Working Group was convened in November 2019 and began meeting in December 2019. Soon after, the COVID-19 pandemic disrupted its work. Now that the initial shock of the pandemic has subsided, the Working Group has recently reconvened and doubled its efforts to get this work back on track. As of now, the Working Group has produced a red-lined revision of title 5 regulations related to EEO Plans and is in the process of translating those proposed changes into a new EEO Plan template and Multiple Methods. The Working Group remains hopeful that it can remain on schedule to have the title 5 amendments and a new EEO Plan template and Multiple Methods in place to begin the 2021-2022 academic year. To achieve that, regulatory amendments would be considered by the Board for first reading no later than the January 2021 Board meeting with adoption anticipated at the March Board meeting. Following a parallel track, the new EEO Plan template and Multiple Methods would be drafted and reviewed by the EEO and Diversity Advisory Committee and the Consultation Council by the end of the calendar year. This timeline will provide districts ample time to become familiar with and begin to implement the new plan template and Multiple Methods for the 2021-2022 academic year. (Commitment 2: Strategy A: Tier 1)
- Advanced the DEI Task Force recommendations to review and improve the role of the California Community Colleges Registry (Registry) in helping the California Community Colleges attain their EEO goals. The Chancellor's Office has started this work by leading a comprehensive review of the Registry. This work includes a survey and consultation with key stakeholder groups, such as the Academic Senate for California Community Colleges (ASCCC), Classified staff, Chief Executive Offices, Chief Human Resource Officers and Information Systems Officers. This evaluation will provide the Chancellor's Office with information to advocate for additional funds and better utilize existing funds. (Commitment 2: Strategy A: Tier 1)
- Increased professional development opportunities related to DEI and anti-racism. In spring 2020, the Chancellor's Office held two webinars intended to take the place of the Faculty and Staff Diversification Symposium, which was canceled due to COVID-19. The first webinar, "Prioritizing Equal Employment Opportunity during COVID-19," occurred on May 28. It featured a panel on what colleges can do during this period of upheaval and uncertainty to continue to support diversification efforts in hiring and retention practices. The panel addressed the challenges of our current environment, such as working remotely and conducting online interviews, and provided recommendations for how best to face such challenges. The second webinar, "Student Centered Institutions: Diverse Faculty Retention Strategies," occurred on June 4. It focused on the student voice and role in hiring practices, and showcasing strategies and lessons learned from individuals leading cultural change at their college through diversity, equity, and inclusion retention efforts. A panel of experts shared and discussed retention strategies aimed at retaining a diverse workforce and addressing cultural competency and unconscious bias. In addition to this, our system-wide webinars on June 3rd and August 19th were dedicated to DEI and anti-racism. The June 3rd webinar reached 12,000 participants and the August 19th webinar reached nearly 23,000 participants. All webinars are recorded and uploaded with PowerPoints on the [Vision Resource Center](https://visionresourcecenter.cccco.edu/) (<https://visionresourcecenter.cccco.edu/>). (Commitment 2: Strategy B: Tier 1)
- Launched a new technical assistance tool for colleges and districts. Institutions seeking to create and nurture an anti-racist campus culture and improve student success through diversity, equity, and inclusion can now receive technical assistance by submitting a letter of interest for a Partnership Resource Team (PRT). Managed by the Chancellor's Office Institutional Effectiveness Partnership Initiative (IEPI), this technical assistance tool matches an institution with a team of subject-matter experts who help develop and implement an innovation and effectiveness plan to address those needs over the course of three visits. Campuses also receive a small grant to begin the implementation of their plan. (Commitment 2: Strategy B: Tier 1)
- Created a glossary of common language for our system to utilize as we unpack and dismantle racist structures. While not a part of the DEI Integration Plan, a need for common language to have productive conversations became a priority for the Implementation Workgroup. The glossary provides definitions of key terms that our system will need to understand, discuss and internalize as we make progress on DEI and anti-racism. The glossary will be reviewed by the EEO and Diversity Advisory Committee on September 2nd and the Consultation Council on September 17th. Soon after, the Chancellor's Office will make the glossary public and will deploy it as a tool for colleges and districts to post on their website, site in district policies and use as an educational tool. The glossary will be updated annually by the Chancellor's Office.

- Released a legal opinion to advance best practices in hiring. Included in the DEI Integration Plan is a recommendation to integrate students into hiring processes. The Association of Chief Human Resource Officers (ACHRO) requested a legal opinion on whether the inclusion of students in hiring processes violates title 5. The legal opinion affirms that students can be included per title 5, but local district agreements may supersede existing title 5 regulations. This legal opinion helps us empower districts who want to include the student voice in hiring processes and identifies a regulatory gap for our office. (Commitment 5: Strategy B: Tier 1)
- Maintained momentum by issuing a Call to Action to address structural racism on campuses. The Chancellor's Office has been leading the way by affirming the connection between the DEI Integration Plan and the *Vision for Success*. For example, the *Vision for Success* asks colleges to decide and design with the student in mind, and the DEI Integration Plan calls for diverse faculty and staff, as way to decide and design with the student in mind. The Call to Action released on June 3rd calls for colleges to assess their campus culture and develop anti-racist curriculum. The connection here is the need to continue to focus on designing institutions that respond to the needs of a diverse student population and, in this example, making decisions that help students succeed by teaching culturally relevant curriculum, addressing campus climate and employing diverse faculty and staff. As a follow up to the Call to Action, the Chancellor's Office hosted a webinar on August 19th titled, "California Community College Leaders on Nurturing an Anti-Racist Campus Culture." In the webinar, local community college leaders, in their own words, described the types of actions leaders must take immediately to begin to address racism in their campus. This work includes campuses actively working to be anti-racist by: 1) listening to and prioritizing the student voice in decision-making; 2) fostering a campus culture of inquiry; 3) integrating equity and anti-racism into their campus vision, mission and district local goals; 4) intentionally requiring individual responsibility from every stakeholder in a campus via professional development, hiring and evaluations; 5) leading with humility and vulnerability; and 6) developing and embracing common language. The webinar reached nearly 23,000 live participants and is available for viewing on the Vision Resource Center.

The Work Ahead and Action Needed

The Implementation Workgroup has made substantial progress in five months during a very difficult year and with no additional resources or staffing. The work ahead is clear and documented in the Chancellor's Office DEI Work Plan. In order to continue to make progress and maintain the urgency of this work, the Chancellor's Office internal DEI team requests that the Board consider providing public support for:

- The expedited DEI Work Plan timelines that call for the Implementation Workgroup to implement all Tier 1 recommendations by March 2021. As we work towards a master work plan, associations will need to partner to co-lead and coordinate strategies and deadlines. The Board can support this work by affirming its commitment to the urgency of this work.
- Continued support for additional collaboration and communication that requires the Implementation Workgroup to work with the EEO and Diversity Advisory and the Consultation Council, which includes additional stakeholders that must continue to be engaged in this work.
- Advocacy for additional diversity, equity and inclusion resources in the 2021-22 System Budget request.
- Adopting the proposed resolution to celebrate the diversity of the California Community Colleges. Meeting a recommendation in the Integration Plan, the attached resolution proposes April 2021 (and every year thereafter) as California Community College Diversity, Equity and Inclusion Awareness Month (see attachment: Board Resolution 2020-20 DEI Awareness Month). This proposed action would celebrate and provide legitimacy and protection to community college leaders who are champions for DEI. By taking this action, the Board of Governors would encourage California Community Colleges to publicize and celebrate the DEI accomplishments of our system, and encourage the California State Legislature to do the same. The resolution is proposed by the DEI Implementation Workgroup with support from the EEO and Diversity Advisory Committee and feedback from the Consultation Council on September 17. (Commitment 5: Strategy B: Tier 1)

Attachments

- Call to Action Letter
- DEI Implementation Workgroup Roster
- Statewide EEO and Diversity Advisory Committee Roster
- Consultation Council Roster
- Chancellor's Office DEI Work Plan
- DEI Implementation Workgroup Progress Report
- Board Resolution 2020-20 Declaring DEI Awareness Month

[call-to-action-letter-a11y.pdf \(633 KB\)](#)

[dei-implementation-workgroup-roster-a11y.pdf \(42 KB\)](#)

[statewide-eeo-and-diversity-advisory-committee-roster-a11y.pdf \(22 KB\)](#)

[consultation-council-roster-a11y.pdf \(40 KB\)](#)

[chancellor's-office-dei-work-plan-a11y.pdf \(123 KB\)](#)

[dei-implementation-workgroup-progress-report-a11y.pdf \(190 KB\)](#)

[board-resolution-2020-20-declaring-dei-awareness-month-a11y.pdf \(30 KB\)](#)

Persons requesting such accommodations should notify Christina N. Castro at 1102 Q Street, Sacramento, California, 95811 or ccastro@ccco.edu, (916) 323-5889, no less than five working days prior to the meeting.