Vision for Success Diversity, Equity and Inclusion Task Force

2016-17 FY:
• 73% students of color
• 72% of Academic Senate Presidents are White
• 61% of tenured faculty are White
• 60% of non-tenured faculty are White
• 63% of classified staff are White
• 59% of College Senior Leadership are White

Title 5 requires Equal Employment Opportunity & Diversity

California Education Code section 87100 requires “a workforce that is continually responsive to the needs of a diverse student population [which] may be achieved by ensuring that all persons receive an equal opportunity to compete for employment and promotion within the community college districts and by eliminating barriers to equal employment opportunity.”

“Diversity means a condition of broad inclusion in an employment environment that offers equal employment opportunity for all persons. It requires both the presence, and the respectful treatment, of individuals from a wide range of ethnic, racial, age, national origin, religious, gender, sexual orientation, disability and socio-economic backgrounds” (5 CCR § 53001).
Aligning Resources & Programs to Put Students First

**Tools**

- Policy Connections
- Fiscal Reform
- Program Alignment & Support

**Guided Pathways**

- Clarify Path
- Enter Path
- Stay On Path
- Ensure Learning

**Goals**

- Increase Certificates & Degrees
- Increase Transfer to CSU & UC
- Decrease Units to Complete
- Increase Employment in Field of Study
- Close Equity Gaps
- Close Regional Achievement Gaps

**Our Students & Communities**

- Examples include Equitable Placement (AB1705), Associate Degrees for Transfer, California Promise, and regulatory reforms.
- Examples include Student Centered Funding Formula, Guided Pathways allocations, and Student Equity and Achievement Program.
- Examples include Strong Workforce Program, Student Success Metrics, Vision Resource Center, investment in faculty and staff, regional support, and local board goals.
Transforming a Culture

**Compliance**

**INTERACTIONAL**
Inclusive departmental networks; acceptance of individual responsibility in department climate; encouragement of family and cultural competency policies.

**INSTITUTIONAL**
Overarching philosophy of responsibility for the well-being of workers; policies and programs with inclusive values.

**INDIVIDUAL**
Support for goals of diversity and equity; colleagues willing to engage in supportive behaviors and mentoring.
DEI Integration Plan 2020 Progress

✓ BOG established accountability body to implement 68 DEI recommendations (January 2020)
✓ Released legislative report (February 2020)
✓ Dismantled task force and formed Implementation Workgroup (March 2020)
✓ Launched review of the CCC Registry (June 2020)
✓ Call to Action connects DEI and anti-racism to curriculum & campus climate (June 2020)
✓ Legal Opinion to include students in hiring processes (August 2020)
✓ Launch DEI glossary and professional development calendar (September 2020)
✓ Update Title 5 regulations to adopt a system DEI Statement (September 2020)
✓ Adopt DEI Awareness Month to celebrate and protect DEI champions (September 2020)
  • Guidance memo & professional development on equivalency process (October 2020)
  • Guidance memo on Minimum Qualifications and Hiring Process for faculty (October 2020)
  • Pilot launch for HBCU students to return to teach at our campuses (October 2020)
  • New EEO plan regulations, template and allocation formula (November 2020)