



Equity and Diversity Action Committee 2021-2022 Action Plan

ASCCC STRATEGIC PLAN GOAL 1: ASSERT THE FACULTY VOICE AND LEADERSHIP IN LOCAL, STATE, AND NATIONAL POLICY CONVERSATIONS.			
Objective 1.2: Expand advocacy and leadership opportunities for faculty, senates, and the Executive Committee.			
Strategic Measure	Action	Outcome	Notes
(C) Evaluate how the ASCCC utilizes faculty in liaison roles.	<ul style="list-style-type: none"> Invite Caucus leaders to report at Executive Committee meetings in liaison type roles. 	At least 83% of ASCCC caucus leaders report at each Executive Committee meeting.	Michelle and Cheryl A. (DEI Implementation liaisons) and Robert asked for action; approved at Sept. 2021 meeting. <ul style="list-style-type: none"> Oct. meeting—50% (Black, Latinx, Womyn’s) Michelle to ask ED how to support other caucuses (warm reach out)
Strategic Measure	Action	Outcome	Notes
Annual (2020-2022) Exec Area of Focus: Equity-driven Systems	<ul style="list-style-type: none"> In Support of All-Gender Restrooms on California Community College Campuses 	Publish a report or <i>Rostrum</i> article noting the number of colleges with all-gender restrooms and also including lactation rooms.	Committee volunteers: Theresa and Michelle Work with Emilie Mitchell, CCCCO, and ASCCC researcher on map and percentages (aim for spring <i>Rostrum</i>)
ASCCC STRATEGIC PLAN GOAL 2: ENGAGE AND EMPOWER DIVERSE GROUPS OF FACULTY AT ALL LEVELS OF STATE AND LOCAL LEADERSHIP.			
Objective 2.2. Increase the diversity of faculty representation on committees of the ASCCC, including the Executive Committee, and other system consultation bodies to better reflect the diversity of California.			
Strategic Measure	Action	Outcome	Notes
(A) Review and revise the cultural competency plan.	<ul style="list-style-type: none"> Design an updated cultural competency plan for acceptance of the body by spring plenary that includes a self-assessment tool, measurable outcomes (e.g., committee composition, resource allocation in budget, antiracism training 	Increase racial diversity of committee appointments by 5% in each racial category each year.	Committee volunteers: Nadia, Leslie, Juan, Michelle (complete work in fall for spring plenary approval)



	<p>of all committee members, DEI action embedded into every committee charge), and annual reporting.</p> <p>Infusing Cultural Competence Plan to Infuse Cultural Competence</p>	<p>Complete a values-based budget categorization that shows at least 20% of ASCCC activities to supporting marginalized, BIPOC faculty.</p> <p>100% of all Exec and ASCCC committee members complete the Vision Resource Center implicit bias modules.</p> <p>100% of all ASCCC committee charges include DEI and antiracism focused language/action.</p> <p>Annual reporting of outcomes by EDAC in collaboration with ASCCC researcher, executive director, and president.</p>	
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ASCCC STRATEGIC PLAN GOAL 3: ASSERT ASCCC LEADERSHIP IN ALL FACULTY PROFESSIONAL DEVELOPMENT FOR THE CALIFORNIA COMMUNITY COLLEGE SYSTEM REGARDING ACADEMIC AND PROFESSIONAL MATTERS.

Objective 3.1. Ensure that all statewide faculty professional development regarding academic and professional matters in California Community Colleges occurs in collaboration with the ASCCC.

Strategic Measure	Actions	Outcome	Notes
<p>(A) Increase outreach to organizations and individuals regarding ASCCC professional development activities by developing partnerships and collaborations.</p>	<ul style="list-style-type: none"> Partner with ACHRO on hiring procedures professional development webinar: Oct. 28 and Nov. 19, 2021. Collaborate on Academic Academy session with Puente, Umoja, and API academic group. 	<p>Increase knowledge level from unaware to knowledgeable DEI practices or stronger by 20% or more of participants.</p> <p>Provide at least 10 participants with information on the positive impacts on transfer using affinity group academic programs.</p>	<p>Committee volunteers: Nadia, Michelle, Theresa (learning objectives and marketing paragraph) Presentation Volunteers:</p> <ul style="list-style-type: none"> Oct 28—Hermelinda, Juan, Theresa, Michelle Nov 19—Robert, Nadia, Theresa, Michelle <p>Chair and Academic Group Executive Directors and Fresno City faculty. We had 5 participants at the Academy session.</p>



Strategic Measure	Actions	Outcome	Notes
Annual (2020-2022) Exec Area of Focus: Equity-driven Systems	<ul style="list-style-type: none"> Develop Resources on Effective Practices for Anti-Racist, Equitable, and Inclusive Instructional Strategies 	<p>Create repository of resources and tools (e.g., cultural curriculum audit rubric, culturally responsive syllabi examples and review tool, equity in COR Curriculum Comm. article, etc.)</p> <ul style="list-style-type: none"> Cultural Protocol Handbook (see San Marcos https://www.csusm.edu/cicsc/land.pdf) Induction and blessing by elders 	<p>Work with Curriculum Committee and 5C</p> <p>Committee volunteers: Nadia, Rob, Robert, Hermelinda, Michelle, Leslie (complete work in fall for spring plenary approval)</p>
Strategic Measure	Actions	Outcome	Notes
Annual (2020-2022) Exec Area of Focus: Equity-driven Systems	<ul style="list-style-type: none"> Support The Anti-Racism Pledge 	<p>Write Anti-racism Pledge and design a mechanism/way to publish (online wall) signatures with at least 75% of CCCs pledging.</p> <p>Include VRC Implicit Bias training modules and/or other anti-racism training opportunities as a commitment in the pledge.</p> <p>Include self-reporting on how instructors will commit to increase success for students of color.</p>	<p>Committee volunteers: Hermelinda, Leslie, Robert, Theresa, Michelle (complete work in fall for spring plenary approval)</p>
Strategic Measure	Actions	Outcome	Notes
Annual (2020-2022) Exec Area of Focus: Equity-driven Systems	<ul style="list-style-type: none"> System-wide Collaboration on Violence Prevention Programs Student Safety: Sexual Assault 	<p>Guidelines written in a <i>Rostrum</i> article</p>	<p>Committee volunteers: Leslie, Michelle, Nadia (aim for spring <i>Rostrum</i>)</p>
Strategic Measure	Actions	Outcome	Notes
Annual (2020-2022) Exec Area of Focus: Equity-driven Systems	<p>Information sharing to field and highlight of Equivalency paper</p>	<p>Write <i>Rostrum</i> article highlighting need for local campuses to broaden pools for clear equivalency local process</p>	<p>Committee volunteer: Hermelinda, Michelle (due before holidays for winter <i>Rostrum</i>)</p>