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| **ASCCC STRATEGIC PLAN OBJECTIVES BEING MET BY THIS PROPOSAL****GOAL 2: ENGAGE AND EMPOWER DIVERSE GROUPS OF FACULTY AT ALL LEVELS OF STATE AND LOCAL LEADERSHIP****Objective 2.1: Increase leadership development opportunities for diverse faculty such that they are prepared to participate in and lead local and statewide conversations.** **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.** |
| ***Objective 2.2.1: Provide cultural competency training and resources***  |
| **Strategies** | **Actions** | **Responsible Party** | **Recommended Timeline**  |
| Ensuring CCC academic senates are culturally inclusive communities and provide culturally proficient leadership for their campus.” | * Emphasis that the Cultural Proficiency Continuum has a developmental framework
* Provide a facilitated training to the Executive Committee at orientation or the first meeting of each new year.
* Include a facilitated training on the Faculty Leadership Program in a general session.
* Conduct a series of regional meetings on cultural competency and proficiency.
* Include breakouts at each ASCCC event on cultural competency.
* Facilitate “courageous conversations” locally at colleges --Flex days, local senate meetings, etc.
 | Executive Committee and EDAC[[1]](#footnote-1) | 2016 – 2017  |
| Build resources on cultural competency  | * Research literature in this area and make available on the ASCCC website.
* Create a training handbook.
* Create a survey that local senates could use to inform their faculty.
 | EDAC | June 2017 |

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| ***Objective 2.2.2: Increase Recruitment of Diverse Faculty Across the State*** |
| Expand recruitment activities  | * Create materials for recruiting diverse faculty and provide at each ASCCC event.
* Take a leadership role in the Chancellor’s Office “Grow our Own” endeavor.
* Create information
 |  Executive Committee and EDAC | Fall 2016 |
| Create Resources | * Develop a handbook for local senates to use in diversity training
* Create a module for the ASCCC Professional Development College.
* Create and effective recruitment strategies document for local senates.
* Develop an “Equity Warrior” handbook.
 | EDAC | Spring 2017 |

1. Potential Facilitators for Courageous Conversation:

<http://equity.spps.org/courageous_conversations>

<http://www.pacificeducationalgroup.com/public/pages/home> [↑](#footnote-ref-1)