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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 proficiency 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 competency2 | * 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 |

2<https://docs.google.com/document/d/1S3wVFq178ife4FLYtFNuz7IpXH3fq0AEj2mX9OdQ2TU/edit?usp=sharing>

1. Potential Facilitators for Courageous Conversation:

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

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