

## Item II.E

### Equity and Diversity Action Committee Charge Review

The charge was reviewed by the committee on September 18, 2019. The Committee recommends the approval of the revisions to the charge.

The Equity and Diversity Action Committee (EDAC) ~~centers its work around~~ ~~responds to resolutions from the session that deal with the~~ ~~opportunities and issues~~ ~~challenges of equity, diversity, and inclusion, such as~~ ~~of equity and diversity in hiring, equal~~ ~~employment~~ ~~opportunity, and culturally responsive teaching and learning~~ ~~diversity in the curriculum.~~ The EDAC committee recommends strategies that promote institutional and student equity ~~and student success, including effective teaching and student learning styles~~ and fostering a campus climate conducive to faculty diversity and student achievement that includes the access and student support services needed to succeed. The Committee advises the Executive Committee on guidelines, laws and regulations relating to equal opportunity and cultural diversity and promotes the ~~integration~~ infusion of equity, ~~and diversity~~ and inclusion issues in ~~appropriate~~ all ASCCC activities.

<https://www.asccc.org/directory/equity-and-diversity-action-committee>

### Clean version

The Equity and Diversity Action Committee (EDAC) centers its work around the opportunities and challenges of equity, diversity, and inclusion, such as equity and diversity in hiring, equal employment opportunity, and culturally responsive teaching and learning. The EDAC committee recommends strategies that promote institutional and student equity and fosters a campus climate conducive to faculty diversity and student achievement that includes the access and student support services needed to succeed. The Committee advises the Executive Committee on guidelines, laws and regulations relating to equal opportunity and cultural diversity and promotes the infusion of equity, diversity and inclusion in all ASCCC activities.

### ASCCC Inclusivity Statement

The Committee discussed the review of the statement or the adoption of the California Community Colleges Diversity, Equity and Inclusion Statement approved by the Board of Governors at the September 17, 2019 meeting. The Committee is recommending the adoption of the California Community Colleges Diversity, Equity and Inclusion Statement as policy. This would replace the 10.06 Inclusivity Statement policy.

### BOG 9/16-17,2019 Meeting Agenda Item 2.8, Attachment 3: California Community Colleges Diversity, Equity and Inclusion Statement

With the goal of ensuring the equal educational opportunity of all students, the California Community Colleges embrace diversity among students, faculty, staff, and the communities we serve as an integral part of our history, a recognition of the complexity of our present state, and a call to action for a better future. Embracing diversity means that we must intentionally practice acceptance and respect towards one another and understand that discrimination and prejudices create and sustain privileges for some while creating and sustaining disadvantages for others. In order to embrace diversity, we

also acknowledge that institutional discrimination and implicit bias exist and that our goal is to eradicate those vestiges from our system. Our commitment to diversity requires that we strive to eliminate those barriers to equity and that we act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community.

To advance our goals of diversity, equity, inclusion, and social justice for the success of students and employees, we must honor that each individual is unique and that our individual differences contribute to the ability of the colleges to prepare students on their educational journeys. This requires that we develop and implement policies and procedures, encourage individual and systemic change, continually reflect on our efforts, and hold ourselves accountable for the results of our efforts in accomplishing our goals. In service of these goals, the California Community Colleges are committed to fostering an environment that offers equal employment opportunity for all.

As a collective community of individual colleges, we are invested in cultivating and maintaining a climate where equity and mutual respect are both intrinsic and explicit by valuing individuals and groups from all backgrounds, demographics, and experiences. Individual and group differences can include, but are not limited to the following dimensions: race, ethnicity, national origin or ancestry, citizenship, immigration status, sex, gender, sexual orientation, physical or mental disability, medical condition, genetic information, marital status, registered domestic partner status, age, political beliefs, religion, creed, military or veteran status, socioeconomic status, and any other basis protected by federal, state or local law or ordinance or regulation. We acknowledge that the concept of diversity and inclusion is ever evolving, thus we create space to allow for our understanding to grow through the periodic review of this statement.