



## MEETING MINUTES

*Diversity, Equity, & Inclusion Implementation Statewide Workgroup*

Wednesday, August 12, 2020

11:00a.m.-1:00p.m. via zoom

### I. Welcome and Meeting Goals

- A. Goal 1: Communal Learning about the implementation of the DEI Integration Plan by workgroup members.
- B. Goal 2: Final changes and consensus around the glossary of terms
- C. Goal 3: Clarity on the expectation for the first implementation report to the Board of Governors.

### II. DEI Implementation Workgroup Member Reports

#### A. ACBO

- Workplan for ACBO presented to their board for review on August 8<sup>th</sup>. Will go back to the board for adoption.
- ACBO discussing making the topic of professional development front and center at annual conferences and workshops.

#### B. ACHRO

- Achro created 10 workgroups and sent out a call for volunteers via the Achro listserv asking for three levels of volunteers.
- Levels for volunteers: people to create templates, policies and new ideas; people to share practices, policies, and procedures that are working well at their district/college that can be included in a best practices handbook; and passive volunteers that can't join a workgroup, but would like to offer suggestions.
- Achro will partner with ASCCC to build out Canvas module.

#### C. ASCCC

- ASCCC executive committee meeting to discuss how they will execute the items remaining on their work plan.
- Proposal for the Strengthening Student Success Conference was accepted. (Conference in October). They would like examples of colleges that have modified faculty hiring processes to create more diverse hiring pools and more diverse results.



- Note: Martha Garcia suggests connecting with Dr. Keith Curry, Dr. Jose Fiero, and Dr. Tammeil Gilkerson who previously presented on best practices in regard to hiring, recruitment and hiring of diverse employees including their data collection methods.

**D. Campaign for College Opportunity**

- The Campaign has been heavily focused on ballot initiatives. Thus far, polling illustrates that it will be a tight race for prop 16. There has been opposition particularly focused and gaining steam in the Latin X Community.

**E. CCCT**

- CCCT has broken the work down into 4 workgroups with weekly steering meetings. The workgroups have begun to meet and discuss how they will tackle their portion of the work plan.
- Impediments to progress: Not having a full Zoom account.
- Trustees are coordinating efforts in a policy and fiduciary responsibility.

**F. CEOCCC**

- A survey will be sent to CEO's regarding where they are in the EEO plan approval process. They would like to coordinate with ACHRO's workgroup 10 in regard to EEO.

**G. CIO**

- CIO's hosted their third town hall focused on anti-racist curriculum.
- A draft work plan has been submitted; strategy leads have been identified for the CIO DEI committee and will meet the following week.

**H. FACCC**

- People of color committee met to discuss the work plan; adjustment were made based on the conversation at the meeting.
- FACCC inquired on bringing labor unions to the DEI workgroup table to assist in conversations related to labor negotiations identified in the work plans.
- Note: instead of adding additional members to the workgroup, it is important for us to think through how we engage our union colleagues.

**I. SSSCC**

- SSSCC Town Hall discussing the student experience



- SSSCC will continue to host town halls to provide the student perspective and elevate the student voice.

### **III. Chancellor's Office Updates**

#### **A. Draft Glossary of Terms**

#### **B. Chancellor's Office Disaggregated Integration Plan**

### **IV. Implementation Report to the Board of Governors**

- Template provided for each organization to include a 500 word update for the Board of Governors on the progress of their organization.

### **V. Parking Lot**

- How do we bring in and engage our union partners into this work (ie: presenting at their conferences, inviting them to a DEI workgroup meeting, having a brainstorm session).
- Progress update on the communication plan.