



## MEETING MINUTES

*Diversity, Equity, & Inclusion Implementation Statewide Workgroup*

Monday, July 27, 2020

12:00p.m.-3:00p.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: Engage in the development of a glossary and a strategy to communicate the DEI workgroup goals to our system and statewide leaders.

### II. DEI Implementation Workgroup Member Reports

#### A. ACBO

- No rep. present due to family emergency.

#### B. ACHRO

- Email for volunteers from the ACHRO field to assist as subject matter experts with tackling DEI work plan.
- Achro will need legal review to ensure compliance with ed. code of templates and guidelines produced.

#### C. ASCCC

- The work plan has been submitted to the ASCCC executive committee and will be discussed at their meeting in August.

#### D. Campaign for College Opportunity

- The Campaign has established a steering committee focused on the messaging of Prop 16.
- August 4<sup>th</sup> at 5pm there's a kickoff rally for Prop 16 hosted by the Campaign.

#### E. CCCT

- CCCT steering committee composed of 4-5 trustees will serve as coached for the four workgroups established.
- The professional development workgroup will be reaching out to ASCCC and ACHRO to coordinate.

#### F. CEOCCC

- CEO's have had scheduling conflicts and have been unable to meet with Siria. When they are able to meet they will be reaching out to other organizations to coordinate.



- A survey will be sent to CEO's regarding where they are in the EEO plan approval process.

**G. CIO**

- Top 3 priorities identified by CIO's: diversifying search committees, developing a year-long academy for current and future Dean's of color, and innovative hiring methods to ensure a diverse hiring pool.
- The CIO's have created a structure with a DEI committee will identify seven strategy leads and also provide recommendations to the executive committee.
- CIO's will host their third Town Hall on August 5<sup>th</sup> that will discuss diversifying curriculum.

**H. FACCC**

- Coordinating with the Campaign on Prop 16 and possibly prop 15.
- FACCC will be creating a strategic plan to lobby legislators to increase resources for faculty diversity.
- FACCC will also educate legislative, constitutional and trustee candidates they endorse on the importance of diversifying faculty.

**I. SSCCC**

- Three priorities identified: fostering open lines of communication for constructive feedback and dialogues through summits, town halls and forums, providing cultural competency and implicit bias training for SSCCC directors, and adopting a DEI statement for the organization
- Hosting a town hall August 4<sup>th</sup> from 2-4pm on how to be proactive in dismantling institutional barriers for people of color.

**III. Chancellor's Office Updates**

**A. First reading of the DEI Title 5 changes (comments received to date)**

- The Board affirmed their commitment and no comments have been received to date. There is a 45 day public comment period that concludes the end of August.

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

- Workgroup walked through all tier 1 strategies where the Chancellor's Office will lead or partners with organizations for the next 6-12 months. CCCCCO will focus on Tier 2 strategies beginning June 2021.



- Edits have been made and this item will be reviewed again at the next meeting.
- DEI workgroup is required to provide updates to the BOG at the following meetings: Sept. 2020, Mar. 2021, Sept. 2021, and Mar. 2022.

**IV. DEI Strategic Communications Plan**

- A. Draft Glossary of Terms
- B. Strategic Communications Plan