

## Diversity Equity and Inclusion Implementation Workgroup- Progress Report to the Board of Governors

### ASCCC Update

The Academic Senate for California Community Colleges (ASCCC) has established three areas of focus for 2020-2021. One of the areas of focus is Equity Driven System, which includes faculty diversification as well as the implementation of the new Faculty Empowerment and Leadership Academy (FELA), a faculty mentorship program designed to meet the needs of diverse faculty. The organization's leadership is committed to integrating diversity, equity and inclusion in its standing committees and have assigned the identified tier 1 strategies to its standing committees with regular reports at every executive committee meeting. In addition, the ASCCC has liaisons from system partners to provide expertise from other perspectives to inform the work of the ASCCC.

For the last two years, the ASCCC has intentionally designed faculty meetings and professional development with the lens of diversity, equity, and inclusion to communicate the importance of diverse faculty representation and perspectives and emphasize its impact on student success. We expect a comprehensive review and adoption of the formal revision to our mission, vision, and values statements will take place at the Fall 2020 plenary session.

The ASCCC is proud of the diversity, equity and inclusion work accomplished over the last two years while recognizing there is much more to do. Beyond the internal shaping of our work, the development of the [Model Hiring Principles and Procedures](#) (a Canvas site consisting of three (3) modules: pre-hiring, hiring and post-hiring) is the most tangible result of our work. The modules were developed in collaboration with system partners including the Association of Chief Human Resource Officers (ACHRO) and Chief Instructional Officers (CIOs). Each module has various processes to review and includes principles, guiding questions, activities, resources, and tools to support the review and revision of local faculty hiring processes. Several of the activities delineated in the DEI Implementation plan have been addressed with the development of the module as a tool to improve faculty diversification outcomes and affect students' success outcomes. The modules offer, (1) guidance on diversifying hiring and screening committees; (2) tools to assess diverse representation; (3) guidance on hiring committees including evaluation of the minimum qualifications; and (4) model hiring documents. This is the framework for continued improvement through the input of our system partners to create an even more robust tool for colleges.

The ASCCC appreciates the Board of Governors' commitment to our DEI work and asks you to continue to support our collaborative efforts with the Chancellor's Office and our system partners. Faculty diversification and culture change at the colleges remain our shared focus and we are specifically designing professional development and learning opportunities for faculty and the colleges. Dedicated resources can assist with the implementation of the Faculty Empowerment and Leadership Academy and providing high-touch support to college academic senates as they grapple with the inherent racism of our systems. We urge you to remain diligent in your efforts to keep this issue at the forefront of our efforts so that we can continue to make progress on our shared goal to ensure equitable educational opportunities to our students and communities.

Submitted by Dr. John Stankas and Mayra Cruz, DEI Implementation Workgroup Representatives  
September 26, 2020