

COLLEGE OF THE SEQUOIAS COMMUNITY COLLEGE DISTRICT  
Board of Trustees Meeting  
July 13, 2020

**CALIFORNIA COMMUNITY COLLEGES  
CHANCELLOR'S OFFICE – CALL TO ACTION**

**9**

**Status:           Action**

Presented by: Brent Calvin, Ed.D.  
Superintendent/President

**Issue**

In the wake of George Floyd's senseless killing on May 25, 2020, the California Community College Chancellor's Office has challenged all 114 community colleges in the system to engage in a thorough review of its systems, protocols, and practices. The attached Call to Action provides the framework for that review to happen.

**Recommended Action**

It is recommended that the Board of Trustee approve the proposed Call to Action framework provided by the California Community College Chancellor's Office.

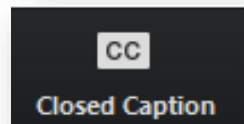
# THE WEBINAR WILL BEGIN SHORTLY

California Community Colleges Chancellor's Office

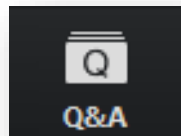
**Call to Action Webinar**

# California Community Colleges Chancellor's Office

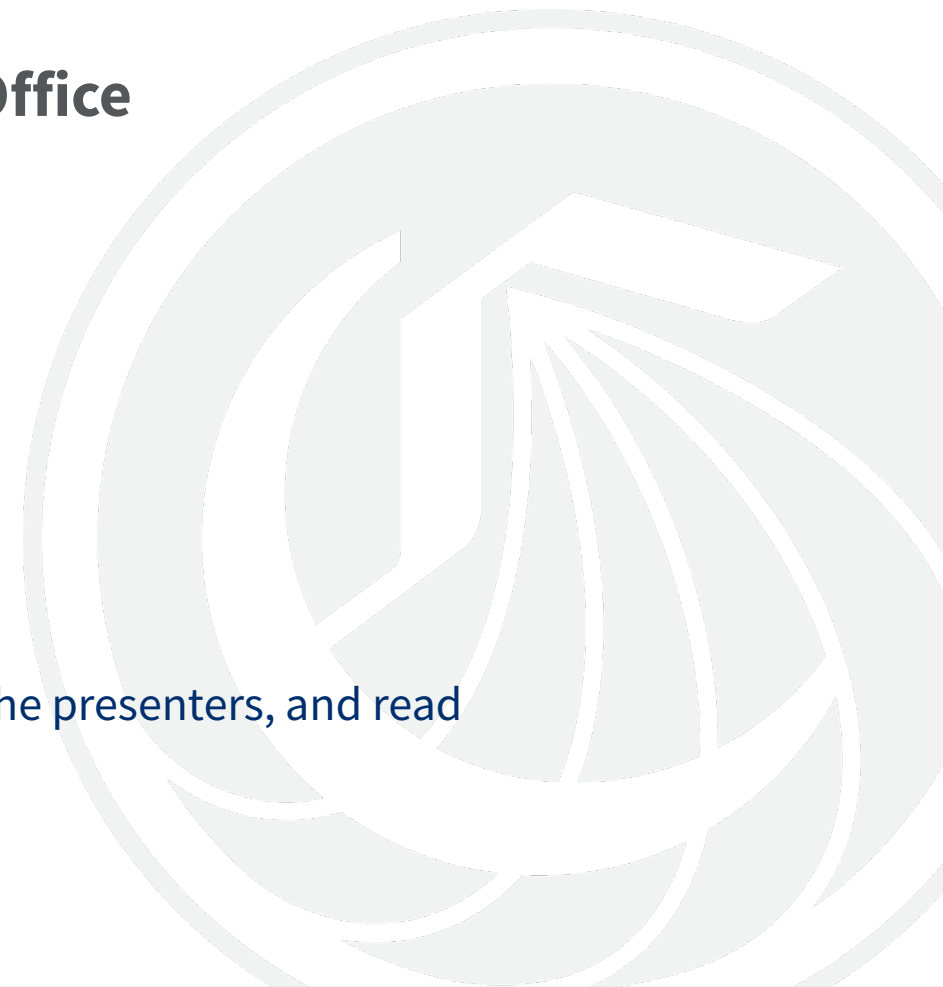
## Call to Action Webinar



Click the tab to read live captions.



Click this tab to enter questions for the presenters, and read their responses.



# Webinar Agenda

1. **Welcome** by Deputy Chancellor Gonzales
2. **Context Setting and Goals** by Chancellor Oakley
3. **System Leaders Call to Action:**

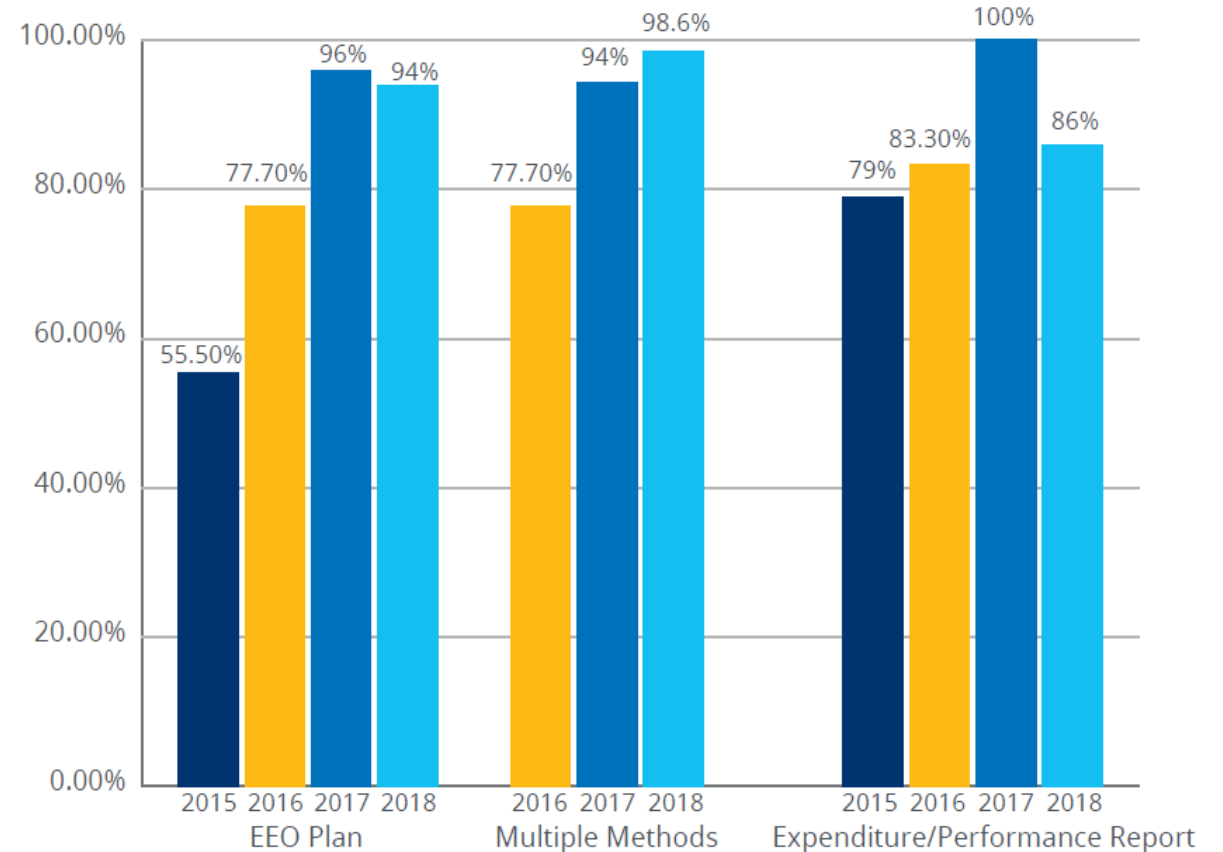
Bryan Daley, City College of San Francisco; Pamela Haynes, Board of Governors; Dr. Ed Bush, Cosumnes River College; Dr. John Stankas, ASCCC; Dr. Martha Garcia, Imperial Valley College; Dr. Jennifer Taylor-Mendoza, Skyline College; Dr. Pamela Luster, San Diego Mesa College; Dr. Luke Lara, MiraCosta College; Dr. Frank Chong, Santa Rosa Junior College; Dr. Abdulmalik Buul, San Diego City College; Dr. Regina Stanback-Stroud, Peralta Community College District; and Marty J. Alvarado, Chancellor's Office.

4. **California Community Colleges Call to Action**
5. **Q&A**

# Historical Context

- Prop 209 (1996)
- Consultation Council Task force (2002)
- Chancellor’s Office Statewide EEO & Diversity Advisory Committee led EEO plan template and multiple measures review (2015)
- EEO Plans progress stalled (2018)
- “Left Behind” Report (2018)
- Board of Governors DEI Task force (2019) and Implementation Workgroup (2020)

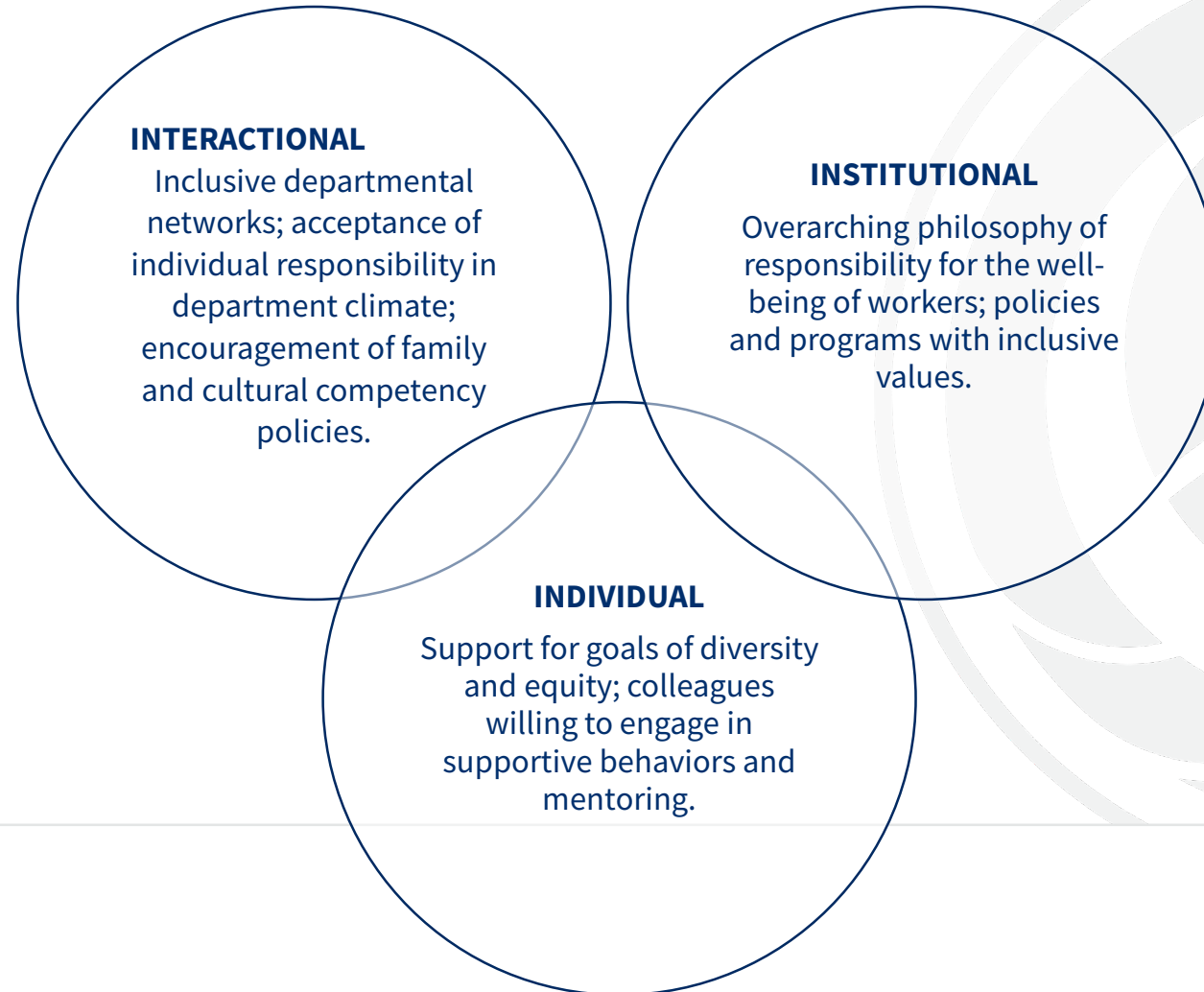
Increased District Participation



# Transforming a Culture

Compliance

Empowerment



**“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...**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...”

Source: DEI Statement adopted September 17, 2019

**We have one goal for our time together.**

To create a space for  
dialogue, community  
and action.



# California Community Colleges Call to Action

1. Systemwide review of police and first responder training and curriculum. (ASCCC, CTE Deans and Faculty)
2. Campus leaders host open dialogue and address campus climate. (CEO's, District Leaders, Campus Police, CSSO's and their Student leaders)
3. Campuses audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum. (Faculty, CIO's, CSSO's, ASCCC)
4. District Boards review and update your Equity plans with urgency. (Chancellor's Office, All Campus Leaders, and District Trustees)
5. Shorten the time for the full implementation of the DEI Integration Plan (DEI Implementation Workgroup, Consultation Council and Chancellor's Office)
6. Engage in the Vision Resource Center "Community Colleges for Change." (Everyone)

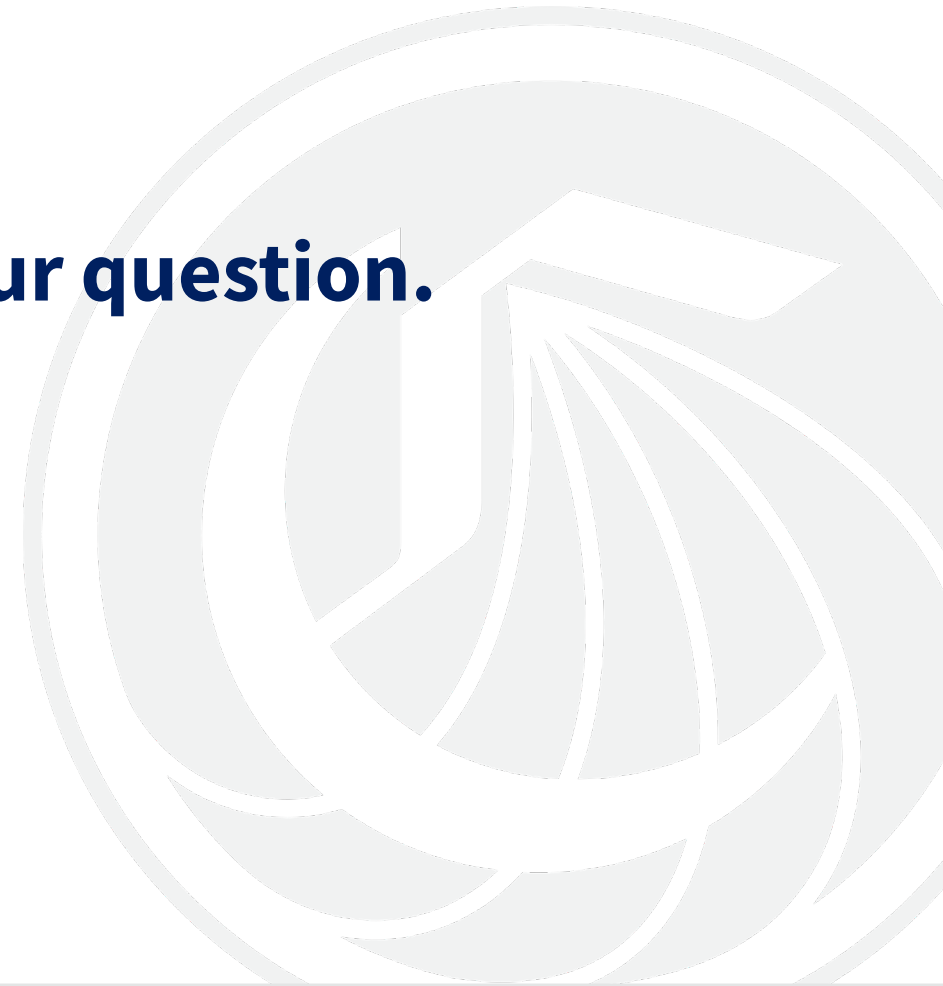
# Vision Resource Center

California Community Colleges faculty, staff, and administrators will find resources and information within the Vision Resource Center and the recording of this webinar. Visit [visionresourcecenter.cccco.edu](https://visionresourcecenter.cccco.edu) for additional responses to webinar questions.

After logging in, under the “Connect” menu, visit “All Communities” and look for the “Community Colleges for Change” Select the community and then click “Join Community” to access the content.

**Please use the Q & A Box to ask your question.**

**Q & A**



# Resources

## 1. DEI Legislative Report

[https://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO\\_DEI\\_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE](https://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf?la=en&hash=69E11E4DAB1DEBA3181E053BEE89E7BC3A709BEE)

## 2. Board of Governor September Board meeting

<https://www.cccco.edu/-/media/CCCCO-Website/Files/BOG/2019/bog-agenda-09-16-17-2019.pdf?la=en&hash=E474B050A61DD6E2E0BF2076154AC39B91B1CDCC>

## 3. Vision Resource Center

<https://visionresourcecenter.cccco.edu/>

# Webinar Series: Equal Employment Opportunity and Retention Strategies to Support Student Success

## WEBINAR #2

### Student Centered Institutions: Diverse Faculty Retention Strategies

**Thursday, June 4, 2020 | 3:00 pm – 4:30 pm**

This webinar will focus on the student voice and role in hiring practices, and showcase strategies and lessons learned from individuals leading cultural change at their college through diversity, equity, and inclusion retention efforts. A panel of experts will share and discuss retention strategies aimed at retaining a diverse workforce and addressing cultural competency and unconscious bias.

Register: <https://bit.ly/2zExRuj>