

**Academic Senate for California Community Colleges**

**Equity & Diversity Action Committee**

**19-20 Action Plan** (Approved 10/9/19)

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| **ASCCC STRATEGIC PLAN GOAL # 2:** Engage and empower diverse groups of faculty at all levels of the state and local leadership | | | |
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| ***Objective 2.1: Develop actionable tools for colleges to engage in dialogue to create systemic change.*** | | | |
| **Strategies (from the ASCCC Plan, Committee Priorities and other resources)** | **Actions** | **Responsible Party** | **Recommended**  **Timeline/Notes** |
| Implicit bias training, anti-racism & infusing cultural competence  Module/webinar | (1) Technical assistance visits  (2) Schedule training at Plenary & FLI  (3) Tools for dialogue | Mayra (lead) to coordinate with Relations with local Senates  Cheryl  Karla  Eileene | Committee Priorities: S09 3.02, S10 1.021, S10 1.07\*, S14 3.011, F15 12.02,  System barriers  Cultural transformation  Benefits of multiple world view and lived experiences  Social Capital- Ex. Applicants of color challenges with the application packet; Knowing how to read the job announcement  Module for applicants to prepare to apply for a full time job  Faculty hiring resources\* *(Criteria for setting hiring priorities 2019 survey conducted by the FLDC)* |
| EDI/Anti-Racism Module/webinar | (1) Develop the module/s and/or webinars  (2) Post in PDC  (3) Advertise the module | Committee members  Mayra (lead) with Office staff  Darcie  Karla | Greater emphasis inclusion  Recruitment and retention strategies for disengaged faculty (engagement strategies)  Address impostor syndrome  1st Year experience and tenure process  Equity tools  CUE Equity conversation tools  Addresses S17 Resolution 3.02 Support for Marginalized Students (LGBTQIA+ students, students belonging to targeted religious groups, undocumented immigrant students, Deferred Action for Childhood Arrivals (DACA) students, ethnic and racial groups) |
| 2nd Mini Qual Collaborate with the S&P and Ed. Pol to improve | Research best practice language | Mayra (lead) to reach out to S&P & Ed.Pol to discuss the request |  |
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| ***Objective 2.2: Increase faculty leadership and involvement in Student Equity & Achievement Plan development and implementation*** | | | |
| **Strategies (from the ASCCC Plan, Committee Priorities and other resources)** | **Actions** | **Responsible Party** | **Recommended**  **Timeline/Notes** |
| Research how faculty at different colleges are involved in equity | Hold a general session at Plenary to gather information OR  Survey Academic Senate presidents | Jessica (lead)  Darcie | If survey, work with E.D. |
| Compile and publish best practices for involvement | Rostrum article | Karla (Lead) with members |  |
| Celebrate successful collaborations to support equity and student achievement | Develop an announcement and criteria  Showcase at Spring Plenary | Darcie (lead)  Karla  E.D. | Who was involved in the planning and in implementation? What was the process, criteria for involvement? |
| Student services and instruction integration | Research the intersection  Present a workshop and write a rostrum article related to facilitating dialogue between departments and student services | Jessica (lead)  Karla, Darcie | Committee Priorities: S17 3.02  Learning communities integration |
| Equity assessment of the implementation of AB 705 | Develop a rubric | Juan (lead) Committee members | Committee Priorities: S16 19.03 |