

**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 competenceModule/webinar  | (1) Technical assistance visits (2) Schedule training at Plenary & FLI (3) Tools for dialogue | Mayra (lead) to coordinate with Relations with local Senates CherylKarlaEileene | Committee Priorities: S09 3.02, S10 1.021, S10 1.07\*, S14 3.011, F15 12.02, System barriersCultural transformationBenefits of multiple world view and lived experiencesSocial 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 jobFaculty 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 membersMayra (lead) with Office staffDarcieKarla | Greater emphasis inclusionRecruitment and retention strategies for disengaged faculty (engagement strategies)Address impostor syndrome1st Year experience and tenure process Equity toolsCUE Equity conversation toolsAddresses 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 ORSurvey 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 criteriaShowcase at Spring Plenary | Darcie (lead) KarlaE.D. | Who was involved in the planning and in implementation? What was the process, criteria for involvement?  |
| Student services and instruction integration | Research the intersectionPresent a workshop and write a rostrum article related to facilitating dialogue between departments and student services  | Jessica (lead)Karla, Darcie | Committee Priorities: S17 3.02Learning communities integration |
| Equity assessment of the implementation of AB 705  | Develop a rubric | Juan (lead) Committee members | Committee Priorities: S16 19.03  |