

Mt. San Antonio College's DEIJ Plan of Action

D – R – A – F – T

Mt. San Antonio College's commitment to Diversity, Equity, Inclusion and Justice is an intentional effort to ensure that the college's beliefs, actions, plans, and policies are genuine and impactful. Over the last few years, we have developed several initiatives ranging from keynote speakers, seminar participation, specialized training, book reads, conference attendance, and even the formation of committees and workgroups. As a campus, we have made critical steps toward learning more about diversity and equity. As a campus, we are still learning about inclusion and justice and systemic practices of disempowerment and disrespect. We have a good start. But it is only a start.

Many have experienced injustices in their personal lives, in the community, and in the workplace – including Mt. SAC. We intend to continue to have direct, frank, and meaningful dialog about these lived experiences and the long-lasting impacts. As a college community, it is our intention to be both respectful and open-minded and to be accepting of criticisms, pitfalls, and ways in which we must learn to be more sensitive in our thoughts and equitable in our actions.

In order to develop a more comprehensive approach to what we are doing, we will be undertaking an inventory of all that we have been doing, the measurable impacts and outcomes of our work to date, and plans that are under development.

But that is only the beginning. What we create and commit ourselves to has to be infused with actionable steps. We will need the involvement of everyone on campus to make this a reality to change the way we think and act toward each other, to our students and to our communities. We will hold ourselves accountable to not just talking, but walking our talk.

We have heard through President Bill Scroggins his commitment and his plans to establish SEEC – Societal Education for Equity Challenge. "The Call to Action for SEEC is to create a campus societal culture that values, celebrates, and empowers all populations and breaks down barriers by creating a new culture built on unity of purpose through recognizing the value of diversity for both Mt. SAC and for overall American Society." Directed emphases in SEEC are: advocacy, recognition, unity of purpose and transformation. Some of you signed up to be a part of the SEEC effort and may be wondering what happened. Some of you may have been reluctant to complete the SEEC questionnaire related to this effort. Some of you may have participated in other dialogs on this topic. As we move forward, we will be inviting those who applied, have participated in related dialogs and those of you who remain interested, even though you have not submitted the SEEC questionnaire, to be involved in our DEIJ efforts.

To begin, existing groups/programs/departments that we are able to identify will be sent a questionnaire that describes their purpose, membership and DEIJ efforts to date and plans for

the current and coming year. The next step will be a convening in May of all interested parties to review the inventory of existing efforts and recommendations about actionable steps that will hold us accountable for creating and implementing change in our policies, plans, actions, treatment of each other, and establishing of specific services and programs. We will review collective, actionable steps that we can take as a campus community as well as specific interventions, programs, training, and other efforts that can be implemented for targeted groups as well as campus-wide. We will also unabashedly discuss and uncover our systemic illnesses, our mistreatment of one another, our racialized, discriminatory, stereotyping, and isolating actions. Our purpose and intention is to be forthright, actionable and accountable. Change starts at home.

We are asking you for your participation, for your commitment, for your faith in moving forward from here.