



Agenda Item Details

Meeting	May 20, 2021 - Consultation Council Meeting
Category	1. Agenda Items
Subject	1.4 Diversity Equity and Inclusion Integration Plan Update with Regulatory Action to Amend the Equal Employment Opportunity Regulations
Type	General

“Digest” means an item has been through internal review by the Chancellor’s Office and the review entities. The item now has form and substance and is officially “entered into Consultation.” The Council reviews the item and provides advice to the Chancellor.

Contact(s)

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Issue

This item presents an update on the implementation of the Diversity, Equity and Inclusion (DEI) Integration Plan adopted by the Board of Governors in September 2019. A key part of the update is the advancement of the recommendation to amend Title 5 regulations governing Equal Employment Opportunity (EEO) programs in the California Community Colleges.

Background

In November 2018, the Board of Governors (Board) requested that the Chancellor’s Office establish a Faculty Diversity Task Force (renamed the *Vision for Success* Diversity, Equity and Inclusion Task force). At the September 2019 meeting, the Board approved the Diversity, Equity and Inclusion (DEI) Integration Plan and directed the Chancellor’s Office to present an update on the timeline for the implementation of the [68 recommendations in the DEI Integration Plan](http://www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf) (www.cccco.edu/-/media/CCCCO-Website/Reports/CCCCO_DEI_Report.pdf). At its January 2020 and September 2020 meeting, the Board received an update on the establishment of Chancellor’s Office Diversity, Equity and Inclusion Implementation Workgroup. The Board also took action to request statewide updates in March 2021, September 2021, and March 2022. Due to COVID-19, the Board leadership provided the Chancellor’s Office an opportunity to present the March 2021 report at the May 2021 Board meeting.

This progress report is presented in the middle of a global pandemic and ongoing national civil unrest that urges immediate action to address systemic racism. While the Chancellor’s Office continues to advocate for additional supports as identified in the 2021-22 Board of Governors Budget Request, when this agenda was posted the State Budget had not appropriated additional funds to support diversity, equity and inclusion in the California Community College System. Despite this, the California Community College System remains committed to advancing diversity, equity and inclusion and statewide associations have taken action to make progress on the DEI Integration Plan recommendations. In 2021, the California Community College System has been bold, reflective and genuine in their approach to advance DEI and address systemic racism. It is critical to recognize the statewide association leaders who have embraced this work. They are champions for student success and no matter how uncomfortable conversations are, they have remained focused on finding solutions and making progress. Their tireless efforts and 2021 priorities are documented in Diversity Equity and Inclusion Implementation Workgroup Progress Report May 2021 attachment.

May 2021 DEI Integration Plan Progress

Despite an ever-changing environment, we have made tremendous progress to advance the implementation of the DEI Integration Plan by engaging leaders, formulating strategies to guide the development of policy, collaborating and coordinating with statewide associations through the DEI Task force and now the DEI Implementation Workgroup, building local and legislative support through advocacy efforts, and providing statewide communication and guidance through a series of webinars and the development of resources. The summary below will provide key updates on the progress to date:

- A. **Equivalency in Hiring Processes Guidance:** A systemwide guidance memo was co-authored with the Academic Senate for California Community Colleges on the December 14, 2020. [EO 20-01 Local Use of a Functioning Equivalency Process](http://www.cccco.edu/-/media/CCCCO-Website/Files/equivalency-process-memorandum-eo20-01.pdf) (www.cccco.edu/-/media/CCCCO-Website/Files/equivalency-process-memorandum-eo20-01.pdf). The memo affirmed

the need for local equivalency process as a system-wide equity strategy to improve faculty diversity hiring and reduce barriers to employment. It also called for colleges to ensure that local equivalency processes are being optimized across the system. Every district equivalency process is obligated to ensure that potential applicants are afforded the opportunity to demonstrate that they meet or exceed the minimum qualifications through alternate means in a fair and accessible process. The memorandum intended to direct the attention of colleges to an evaluation of their processes from both a compliance lens and an equity lens. (Commitment 5: Strategy E: Tier 1)

B. DEI Awareness Month Toolkit: In recognition of DEI Awareness Month in April, the Chancellor's Office released the DEI Awareness Month toolkit to provide colleges/districts with tools to celebrate and elevate the diversity of the California Community College System. The toolkit included social media materials, zoom backgrounds, a one-page template and proposed calendar for sharing information, along with a video promoting the system's commitment to diversity, equity and inclusion. The toolkit was designed to help stakeholders amplify the work being done on all of our campuses and to acknowledge the progress colleges and districts are making to foster a more diverse and equitable environments for students, faculty, and staff. (Commitment 5: Strategy D: Tier 1)

C. DEI Letter on Board Resolutions: In April 2021, Chancellor Oakley, Dr. Pamela Luster, President, CEOCCC, and Adrienne Grey, President, CCCT, released a joint letter to the system encouraging local boards to adopt a DEI Board resolution by June 30, 2021. Adopting a DEI resolution is the opportunity for boards to create an evaluation point of reference and an action-oriented approach that moves beyond recognition to accountability. The DEI resolution aligns local boards with statewide DEI strategies and reaffirms a commitment to targeted and measurable actions at the local level. This letter also reminded Trustees of the challenge provided by Trustee Mark Evilsizer at the League Conference November 2020. (Commitment 5: Strategy F: Tier 1)

D. Professional Development (Commitment 3: Strategy A: Tier 2):

- o The new [Pipelines to Possibilities \(P2P\)](https://pipelines2possibilities.org/) (pipelines2possibilities.org/), created in October 2020, is an internship program to improve diversity, equity, and inclusion in the California Community College System. In line with the State Chancellor's *Vision for Success*, P2P's internship program creates a more diverse, inclusive, and equitable faculty pool to instruct, inspire and prepare California's next generations of community college students. The program targets graduates from our Historically Black Colleges and Universities (HBCU) transfer pathways and provides mentorship, trainings in core teaching competencies and networking opportunities. The goal of the program is to help graduates find teaching positions at California Community Colleges.
- o The [Courageous Leadership Webinar Series](https://bit.ly/3eLL6Lz) (bit.ly/3eLL6Lz) showcases lessons learned from colleges that are leading Diversity, Equity, and Inclusion (DEI), and anti-racism efforts on campus. The series, co-sponsored by the Equal Employment Opportunity (EEO) and Diversity Advisory Committee, shares strategies and best practices to advance DEI efforts, while navigating challenges and supporting each other as we reinforce our fearless commitment to make the California Community Colleges truly student-ready. The series commenced in January 2021 and has featured diverse panels of DEI leaders from Cerritos College, Santa Ana College, Foothill College, and Compton College to date. The final webinar in the series will feature Lake Tahoe Community College, and will take place on May 20, 2021, Noon - 1 p.m.

E. Partner Associations Leading the Way: The DEI Implementation Workgroup includes nine statewide associations that have undertaken an important and large responsibility to implement the statewide recommendations listed in the DEI Implementation Plan. The associations answered the call for transformation by embedding the DEI Implementation Plan into their associations' priorities, and they have dedicated a significant amount of time, effort, guidance, and discussion towards advancing the progress of the DEI Implementation Plan. In order to advance the Implementation Plan, the associations coordinate and collaborate in cross-meeting discussions, draft joint recommendations, and solicit feedback from their members and other stakeholder groups. In addition, the associations have reexamined and addressed their own policies, structures, award systems, and professional development opportunities to ensure diversity, equity, inclusion and anti-racism are included. We are grateful and proud of each of our association members for their contributions to implementing this important work at the statewide level. A full summary of all associations can be read in the attachment included.

F. Integration of DEI into BOG Advocacy Day and System Budget Priorities: In his January budget proposal, Governor Newsom called on the three public segments of higher education to submit a report outlining their strategies to reduce equity gaps, with specific attention to equity plans adopted by local college districts. Institutional equity plans have long served as the guiding framework for supporting disproportionately impacted students and closing racial equity gaps. The system's goals on diversity, equity and inclusion are rooted in student success and should be the center of an equity plan framework. The California Community Colleges Chancellor's Office has prioritized working with the Governor's Administration and fulfilling the goals outlined in the DEI Integration Plan. The partnership with the Governor's Administration and inclusion of DEI into institution's equity plans will be key to helping advance the recommendations of the DEI Task force Report.

Looking Ahead

As the work progresses the Chancellor's Office will need to prioritize the following activities to advance DEI Integration Plan recommendations:

- A. Collaborate and coordinate with the Governor's Office and segment partners to design integrated solutions to recommendations that align this work to the Governor's Recovery with Equity Taskforce. Specifically:**

1. Upskilling all board members, staff, faculty and administrators with training and professional development in implicit bias, cultural competency/fluency, and effective teaching techniques for diverse learners by 2022;
 2. Re-envisioning curricula across disciplines to be anti-racist and equity-centered and foster a sense of belonging among students; and
 3. Incorporate equity-centered practices into teaching and learning, grading, annual evaluations, and faculty review/tenure processes.
- B. Statewide engagement to co-design and advance two key DEI Integration Plan strategies related to employee evaluations and tenure review. This work is grounded in the understanding that to build an equity-centered teaching and learning ecosystem, each component of that ecosystem, like employee evaluations and tenure review procedures, need to be redesigned and reimagined with an equity and anti-racist lens.
- C. Implement the Student Sente for California Community Colleges (SSCCC) Anti-Racism Student Plan of Action recommendations, specifically the need for a standardized student grievance process. The SSCCC conducted research of all 116 community colleges' student grievance board policies and how these policies are communicated to students. After this review and many subsequent conversations with students and system partners, the SSCCC concluded that current student grievance board policies and communication methods are not student-centered and do not support or empower students to raise concerns relating to a safe and inclusive learning environment without the fear of any negative repercussions. Many of the current policies do not ensure accountability, simplicity or visibility and are often not easily accessible to students. To improve student grievance processes the SSCCC recommends guidance for formulating DEI-centered student grievance board policies, model language to include on course syllabi and in college catalogs, and on-campus resources for students. The SSCCC and the Chancellor's Office will need to collaborate to encourage colleges and districts to facilitate communication with student groups on their respective campuses and effectively disseminate and institutionalize the student grievance policy recommendations for students to report incidents of discrimination, microaggressions, and racism.
- D. Targeted Professional Development that includes an "Anti-racist Institutions Bootcamp" to combine theory and practice. In partnership with system stakeholders, including the Academic Senate for California Community Colleges (ASCCC), the professional development event will feature two major tracks over two days:
1. Faculty Recruitment, Hiring, and Retention Practices to Advance Anti-Racist Institutions; and
 2. Becoming an Anti-Racist Institution through Teaching and Learning.
- E. Advance the new CCC Registry re-design. The Chancellor's Office has completed its comprehensive review of the Registry, which involved surveys and consultation with key stakeholder groups, such as the ASCCC, system chief human resources officers, and chief information systems officers, among others. The consultant provided the Chancellor's Office with a final report and recommendations for improving the role of the Registry, which range from simply updating and improving the current Registry to a complete transformation of its functions, including making it a centralized applicant tracking system that all districts would use. As each of the recommendations carries its own challenges and costs, we have continued to advocate for statewide support and remain hopeful that the 2021-22 state budget will support this effort.
- F. Ongoing Advocacy for System Resources: Consistent with the Board of Governors' approved 2021-22 System Budget request, the College Finance and Facilities Planning and Government Relations divisions continue to advocate for resources that help the California Community Colleges 2021-2021 budget and legislative priorities. This work will need to be ongoing and prioritized in the 2022-23 system budget request.
- G. Advance the Equal Employment Opportunity Regulatory changes in Title 5, which will necessitate changes to the EEO plan template and EEO fund multiple methods.

Equal Employment Opportunity Regulatory Changes

The DEI recommendations called for the Chancellor's Office to standardize and revise the EEO Plan template to transform it into a substantive action plan geared towards long-term planning and accountability by facilitating oversight by local boards of trustees and the public. As the work to achieve this recommendation began, it became clear that before revising the EEO Plan template, it would be necessary to revisit the Title 5 regulations governing EEO programs and make necessary amendments that would provide the framework for an EEO Plan template with accountability built into it.

Despite some delays occasioned by the COVID-19 pandemic, the Chancellor's Office moved the work forward to implement the DEI Integration Plan recommendations. Led by the Chancellor's Office in collaboration with the stakeholder groups that make up the DEI Implementation Work Group, including the Association of Chief Human Resources Officers (ACHRO), the ASCCC, the Chief Executive Officer of the California Community Colleges (CEOCCC) Board, the California Community College Trustees (CCCT) Board, the Student Senate for California Community Colleges (SSCCC), and others, we convened joint meetings with the EEO & Diversity Advisory Committee to gather their considered input and recommendations on necessary elements of the EEO Plans and regulations. Three such meetings have taken place in March, April, and May 2021 where Chancellor's Office staff presented the proposed regulatory changes, encouraged discussion on the proposals, and elicited input and critiques from the stakeholder groups. Based in part on the feedback gathered at these meetings, the Chancellor's Office has compiled the attached amendments to the EEO regulations, which will provide the necessary framework for more robust and accountable EEO programs.

The proposed regulatory action includes the following changes:

- Local board adoption of EEO plans in public meetings.
- Process adjustments that allow the Chancellor's Office a meaningful opportunity to comment on EEO plans before their adoption, and to require the adoption of new strategies if district EEO plan objectives are not met and districts fail to take appropriate corrective action.
- Explicit incorporation of the Board of Governors' DEI objectives into district EEO policies and plans.
- An added requirement that district progress on EEO plans objectives be evaluated by local boards annually, and new plans be adopted on three-year cycles.
- Process changes that will facilitate districts' ability to conduct meaningful analyses of relevant labor markets.
- Requirements that district EEO officers have meaningful oversight over district hiring processes including job postings and the composition of applicant pools.
- Requirements relating to the interaction between screening committees and hiring decisions to advance EEO objectives.

As mentioned, these regulatory amendments are only the first step to accomplishing the DEI Task force's recommendation to transform the EEO Plan template into a tool for change and accountability. After the adoption of these regulatory amendments, the Chancellor's Office will continue the collaborative work with the EEO & Diversity Advisory Committee, the DEI Implementation Work Group and the system to develop the new EEO Plan template. The new EEO Plan template will incorporate and implement these regulatory changes and provide the framework for new and more effective EEO efforts throughout the California Community Colleges.

The proposed regulatory Changes were considered by the EEO & Diversity Advisory Committee and the DEI Implementation Work Group at their joint meeting on May 12 and are now before the Consultation Council for additional discussion. The Title 5 EEO regulatory changes will be presented to the May Board of Governors meeting as a first reading item.

Feedback/Questions for Council

Members of Consultation Council are invited to share feedback about the proposed changes to the Title 5 EEO regulations.

Attachments

1. Diversity Equity and Inclusion Implementation Workgroup Progress Report May 2021
2. Proposed Amendments to Title 5 EEO Regulations

[diversity-equity-and-inclusion-implementation-workgroup-progress-report-may-2021-a11y.pdf \(153 KB\)](#)

[proposed-amendments-to-eeo-title-5-regulations-final-a11y.pdf \(285 KB\)](#)