

USC Race and Equity Center

CALIFORNIA COMMUNITY COLLEGE EQUITY LEADERSHIP ALLIANCE

The University of Southern California is home to a dynamic research and organizational improvement center that helps professionals in K-12 schools, community colleges and four-year postsecondary institutions, corporations, and other contexts strategically develop and achieve equity goals, better understand and correct climate problems, avoid and recover from diversity-related crises, and foster sustainable cultures of inclusion. Evidence, as well as scalable and adaptable models of success, inform our rigorous approach.

The USC Race and Equity Center invites you to join our new **California Community College Equity Leadership Alliance**. Extensive prior experience developing high-quality learning opportunities for professionals across a range of community colleges, as well as deep expertise on assessing climates of inclusion for people of color and other marginalized groups, uniquely poises us to offer an array of useful experiences and tools. Detailed below are three resources the Center is offering every Alliance member college.

Racial Equity eConvening Series

Beginning in June 2020, the Center will annually host a dozen eConvenings, each on a particular aspect of racial equity. These high-quality professional learning experiences will be held virtually throughout the year, one per month. Each will focus on one specific topic – see an **abbreviated** list below in Table 1. Four-hour learning modules will be delivered by the 62 experts who teach in our USC Equity Institutes. These instructors are well respected leaders of national higher education associations, highly-cited professors who study race relations and people of color, chief diversity officers and other experienced administrators, and specialists from the USC Race and Equity Center. eConvening modules will focus mostly on strategies and practical approaches. While credible research will undergird them, modules will not be theoretical, abstract, or inaccessibly academic. These four-hour professional learning experiences will be highly engaging. Instructors will use contemporary cases of equity dilemmas and racial crises on community college campuses. Emphasis will be placed on learning from sagas that have recently occurred elsewhere; learning how to get ahead of situations and reducing risk of crisis; and learning actionable equity leadership strategies. Participants will also learn about evolving trends pertaining to diverse community college students and employees.

Table 1. Abbreviated List of eConvening Topics

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| Accountability and Incentives for Advancing Racial Equity |
| Confronting Explicit Acts of Racism and Racial Violence on Campus |
| Creating Equitable Pathways to Leadership Roles for Employees of Color |
| Disaggregating Data to Identify Racial Inequities |
| Eliminating Racial Disproportionality in Student Transfer Rates |
| Fostering and Sustaining Inclusive Classrooms for Students of Color |
| Hiring and Retaining Faculty of Color |
| Implementing AB 705 and Other Legislation in Equitable Ways |
| Meaningfully Integrating Race Across the Curriculum |
| Opposing the Erasure of Asian Americans, Pacific Islanders, and Native Americans |
| Productively Resolving Racial Tensions among Black and Latinx Classified Employees |
| Recruiting and Strategically Diversifying Staff at All Levels |
| Strategic Planning for Racial Equity |
| Using Survey Data to Improve Campus Racial Climate |

+ Note: This slate is abbreviated. Several additional eConvening topics will be offered annually over the lifespan of the Alliance.

The first three hours of each eConvening will be devoted to content delivery. In the final hour, representatives from each institution will be taught how to teach what they have learned to other colleagues on their campuses. They will return to work that same day with shareable tools and resources. This will reduce the necessity for and cost of bringing in outside consultants to deliver one-time, disjointed equity-related workshops. There is no registration cost for up to five representatives (faculty and/or staff) per college per eConvening. A college can send the same five employees to all 12 eConvenings, or a total of 60 different representatives across the dozen eConvenings offered annually.

VIRTUAL EQUITY RESOURCE PORTAL

The Center is developing an online repository of resources and tools for Alliance member colleges. Downloadable equity-related rubrics, readings, case studies, videos, slide decks, and conversation scripts will be included in the portal and accessible to **all** employees at member colleges. Additionally, experts from the Center will occasionally write and upload two-page briefs in response to equity-related questions that employees from member colleges post to the platform. In two pages, we will answer the question, succinctly summarize what research says about the topic, highlight evidence-based best practices, and conclude with a clear recommendation for action. **Every** employee across all levels at each Alliance member college will have 24/7 full access to the virtual resource portal.

THREE CAMPUS CLIMATE SURVEYS

The Center's National Assessment of Collegiate Campus Climates (NACCC) has been administered to more than 500,000 students at colleges and universities in every geographic region of the United States, including 11 California community colleges. The NACCC is a rigorous, expert-validated quantitative survey that measures belonging and inclusion, the frequency and depth of cross-cultural interactions, students' appraisals of institutional commitment to diversity and inclusion, and other related topics.

Using the NACCC as our guide, the Center is developing a pair of workplace climate surveys for Alliance member colleges: one for staff at all levels, and another for faculty (including full-time, adjunct, and part-time instructors). These two surveys will focus on topics like employees' perceptions of equitable opportunities for promotion and advancement; sense of belonging; how different groups of employees differently experience the workplace environment; employees' encounters with racism, sexism, homophobia, transphobia, and other -isms at work; employee satisfaction with the College's responses to reports of abuse, unfair treatment, and climate problems; and appraisals of the College's commitment to equity.

Alliance member colleges will benefit from this trio of campus climate surveys on a three-year rotational basis – the student survey in year one, the faculty survey in year two, and the staff survey in the third year of membership. The Center will manage data collection and analysis. Each Alliance member college will receive written reports with its results and practical recommendations, as well as data files with de-identified responses. Colleges will be able to disaggregate survey data by race, gender, sexual orientation, (dis)ability, and other demographic variables. Also, colleges will be able to disaggregate data from the two employee surveys by role type and level. Additionally, for each survey we will be able to tell colleges how they compare to others in the Alliance.

COST

The annual Alliance membership cost is \$25,000 per college. Membership will begin June 15 and end July 30 each year.

CONTACT

Shaun R. Harper, Ph.D.
USC Race and Equity Center Executive Director
Provost Professor, USC Marshall School of Business
Clifford and Betty Allen Chair in Urban Leadership

Office Phone: (213) 740-0385
Cell Phone: (812) 219-9655
E-Mail: sharper@usc.edu
Website: <https://race.usc.edu>