



MEMORANDUM

April 17, 2025

Memo Number | Via Email

TO: Chief Executive Officers, Chief Instructional Officers, Chief Information Officers, Chief Student Services Officers

FROM: Rowena Tomaneng, Deputy Chancellor

RE: New Inclusive Excellence Institute and Strategic Partnership Launching Summer 2025

Dear California Community College Leader:

In alignment with Vision 2030 and our ongoing commitment to equipping leaders with the tools and strategies needed to remove systemic barriers, foster an inclusive campus culture, and implement equity-driven policies, we are pleased to introduce the **California Community Colleges Collective Equity Impact Institute**. This new professional development program, launching in Summer 2025, is offered in partnership with [Dr. Damon A. Williams](#) and the National Inclusive Excellence Leadership Academy (NIXLA).

We are all navigating an incredibly complex national policy environment. This six-month hybrid development program is designed to help respond to this complexity and strengthen leadership at all levels of the institution, ensuring that our system remains a national model for inclusive excellence and equitable student outcomes. The institute includes ~20 hours of training and professional development programming as well as executive coaching structured around four professional cohorts:

- 1) DEIA Officers, Leaders, and Staff
- 2) Chief Executive Officers
- 3) Faculty (Instructional & Non-Instructional)
- 4) Classified Professionals

The institute is comprised of six virtual sessions ranging in length from 90-minutes to two hours with recordings available for later review and one in-person half-day workshop taking place in October. Topics to be addressed in the sessions include:

- Supporting Undocumented Students
- Navigating a Shifting Environment in Higher Education DEI Policy
- Inclusive Excellence in the Classroom: Creating Inclusive Learning Environments
- Fostering an Inclusive and Psychologically Work Environment
- Strategic Planning, Implementation, and Accountability
- Fundamentals of DEIA and Antiracism Models of Organizational Change
- Personal Branding and Career Advancement

Participation Commitments: To successfully complete the program and receive the certificate, all participants must:

- 1) Formally apply to and be accepted into the Collective Equity Impact Institute.

Month 00, 2018

- 2) Attend or participate in all virtual sessions and the in-person half-day workshop.
- 3) Complete two brief assessments about your participation in the institute, taking place midway and at the end of the program, to help measure efficacy and impact.

Your Opportunity to Shape This Experience: To ensure the content reflects your needs, we invite you to complete this brief survey: <https://daw.checkboxonline.com/CCC-CEI-Survey>. The survey will remain open until Friday, May 16, 2025.

Thank you for your leadership and commitment to building an inclusive, equity-centered future for the California Community Colleges. If you have any questions, please reach out to the California Community Colleges Chancellor's Office: Marrin Thuston, Specialist, mthuston@cccco.edu.

cc: Siria Martinez, Assistant Vice Chancellor of Student Equity & Success