President's Task Force on Racial Equity and Social Justice

2.01.22

Update and presentation of final recommendations to the College Planning Council, a key stakeholder group

Senorina Vazquez, Faculty, Co- Chair of Student Success and Equity Committee, Member of the Task Force

Jackie Cruz, HC, Chair of the Task Force

Welcome

- Revisiting the Context for the Task Force
  - Call to Action
  - Vision for Success
  - Hartnell College Strategic Outcomes
    - Completion
    - Acceleration to Completion
    - Transfer
    - Employment

Agenda

- Revisiting the Context for the Task Force
  - Roundtable on thoughts about changes in setting and context at HC
- Final Revisions to the Task Force Recommendations
- Recommendation for Next Steps

HARTNELLCOLLEGE

Revisions to Overarching Recommendation 1 (first version)

Recommendation 1. Review and revise the primary guiding documents of Hartnell College, the Mission and Vision Statements, and the current strategic plan to be inclusive, anti-racist, and culturally affirming and sustaining.

- o **Responsible Parties:** College Planning Council with the support of the President's Task Force

- o **Proposed Implementation Timeline:** Fall 2022/Spring 2023

- o **Resources Needed:** Primarily part of existing job duties, compensation for faculty for time worked outside of regular contract hours, approval of managers for classified staff and compensation for students

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Recommendation 1. Review and revise the primary guiding documents of Hartnell College, the Mission and Vision Statements, and the current strategic plan to be inclusive, anti-racist, and culturally affirming and sustaining.

- o **Responsible Parties:** College Planning Council or the equivalent highest level of shared governance council with the support (as needed) of the President's Task Force, the newly proposed Equity Council and the HSI committee

- o **Proposed Implementation Timeline:** Fall/Spring 2022/2023

- o **Resources Needed:** Primarily part of existing job duties, compensation for faculty for time worked outside of regular contract hours, approval of managers for classified staff and compensation for students

Revisions to Overarching Recommendation 4 (first version)

- **Recommendation 4.** Create an Equity Office and administrative position, with resources and support, to serve as a resource for all Hartnell faculty, staff, administration and students. This office will be responsible for fostering relationships and collaboration across the campus and community to implement inclusive, anti-racist, culturally affirming and sustaining policies and practices, as well as implementing Recommendations 1-3 listed above
    - **Responsible Parties:** Program Planning and Assessment Team, President's Task Force, Cabinet, Academic Senate, Human Resources
    - **Proposed Implementation Timeline:** Fall 2022 or Spring 2023 depending on Program Planning and Assessment cycle
    - **Resources Needed:** Funding for a position and programmatic support

Revisions to Overarching Recommendation 4 (Final Version)

Recommendation 4. Create a new high level Institutional Equity position, under the direction of the Superintendent/President or a direct report to the Superintendent. We recommend that this position live under effectiveness and research and we further recommend that Equity be added to the name of that division. We also recommend the necessary equity research position, with funding and support, to serve as a resource for all Hartnell faculty, staff, administration and students. This office will be responsible for fostering relationships and collaboration across the campus and community to implement inclusive, anti- racist, culturally affirming and sustaining policies and practices, as well as implementing Recommendations 1-3 listed above and supporting the work of the new equity council.

- o **Responsible Parties:** Program Planning and Assessment Team, President's Task Force, Cabinet, Academic Senate, Human Resources, Administrative Services, IRE office, Superintendent/President's Office, HSI Committee

- o **Proposed Implementation Timeline:** Fall 2022/Spring 2023 depending on Program Planning and Assessment cycle

- o **Resources Needed:** Funding for a position and programmatic support to fund equity research and data, and facilitated campus dialogues with students, faculty and staff

Next Steps (Recommended)

- **Present to CPC and provide information to all councils with revisions and final draft**

Task Force response -Yes

- **Have a meeting with the committee that is working on the redesign of the governance structure to provide the final document and explore where to provide ad hoc support**

Task Force response- Yes

- **Celebrate the wins and come together with President Gutierrez to wrap up our work (officially)**

Task Force Response-Yes

- **Reflect on what worked and what we could do as an ad hoc committee- Have a discussion about this.**
- **Task Force Response-Yes; Evolution not dissolution- what can we do once or twice a year to support the institutionalization of this work and support the proposed equity council?**

- 2018-19 academic year success rate

- 89% white
- 86% Asian
- 79% Filipino
- 77% Hispanic
- 73% Black or African American
- 71% American Indian/Alaska Native

12%

Gaps in Course Success Rate

Charge of the Task Force

- It is suggested that the task force organize its work to include the following action steps:

- Undertake an equity index by surveying the college to determine the status of all Hartnell College equity efforts for the purpose of understanding where the college currently stands and for prioritizing specific action steps that need to be implemented.

- Review the Chancellor's Office Vision for Success and the Hartnell College Mission Statement.

- Review the Chancellor's Call to Action and the initial response that was developed by a group of Hartnell employees under the direction of Vice President of Student Services, Dr. Romero Jalomo.

- Organize and hold multiple campus forums, town halls, or teach-ins to understand and document the different experiences and viewpoints that exist among Hartnell College faculty, staff, and students.

Charge of the Task Force

- Catalogue all of the college committees or groups that are currently working on equity-related issues and create liaison relationships with these entities.

- Develop a timeline for the year (and possibly beyond) that has specific tasks and expected completion dates including the work of any sub-groups or action teams that are recommended to be formed to facilitate the work of the task force.

- Work with the college employees who have attended the USC Community College Alliance for race & Equity econvenings to coordinate the dissemination of information to the wider community.

- Develop a web page to disseminate information about the task force to the wider community.

Gracias-Thank You!

1st Agenda (2021)

- **Welcome & Context**
    - **– President Rodríguez**
- **Activity**
- **CLP**
- **Setting the Context: Equity**
    - **- Dr. Angélica Garcia**
- **Activity**
    - **- Gathering our Best Thinking**

Activity

- Would you rather ….
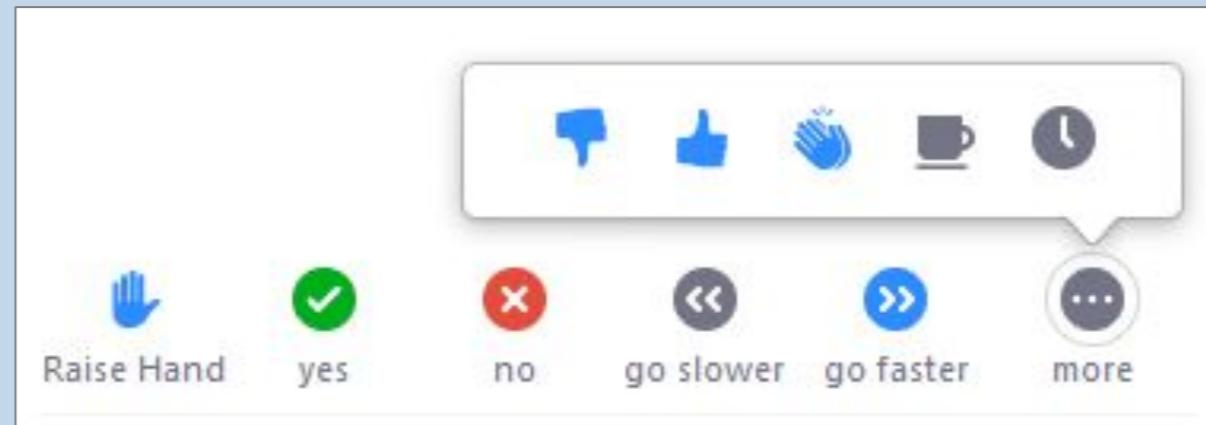
Who We Are

Career Ladders Project promotes equity-minded community college redesign.

We collaborate with colleges and their partners to discover, develop, and disseminate effective practices. Our policy work, research, and direct efforts with colleges lead to system change—and enable more students to attain certificates, degrees, transfers, and career advancement.

CLP | Career Ladders Project

The CLP Team

Dr. Naomi Castro
Senior Director

Dr. Lauren Ford
Project Director
San Mateo CCD

Eder Flores
Program Associate

Dr. Angélica Garcia
President
Berkley City College

Julian West
Director

CLP | Career Ladders Project

Equity- Centered Colleges & Leadership: Advancing Equity and Racial Justice for Students

Presentation for Hartnell College- President's Task Force on Racism and Equity

Angélica Garcia, Ed.D.

@BCCPrezGarcia, @SerEducada

Mission- Vision - Values

Centering Students– over 17,00 enrolled

Diversity, Equity, and Inclusion
"We embrace and celebrate differences and uniqueness among all students and employees. We welcome students and employees of all backgrounds. "

Hartnell College- Who makes up the community?

Student Demographics	Percentage
First-Generation	37%
Female	45%
Male	55%
American-Indian	1%
Asian	5%
Black	2%
Latinx	62%
Two or more races	2%
Unknown	6%
White	22%

STUDENT Annual enrollment of more than 17,000

Classified Employees 180

Faculty (full-time and part-time) 409

Administrators 53

HARTNELL EMPLOYEES
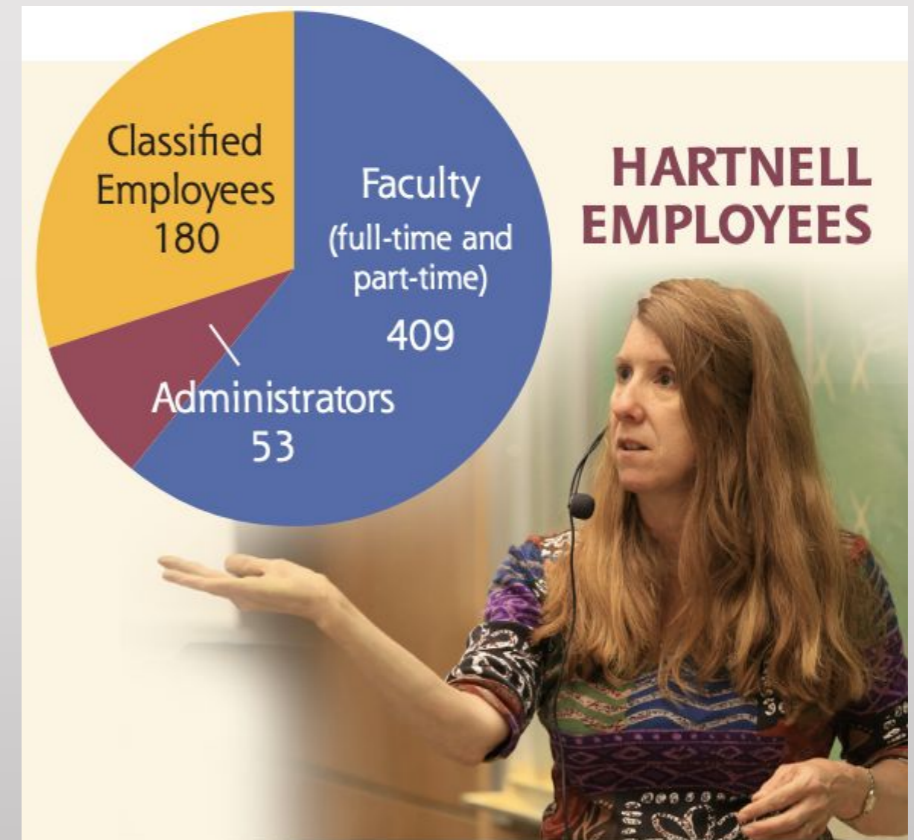
Embracing & Celebrating Differences & Uniqueness

- Community culture that "shows" how differences are celebrated and honored

- Acknowledges POWER and PRIVILEGE among differences

- Comfort in your own identity to truly value another's identity
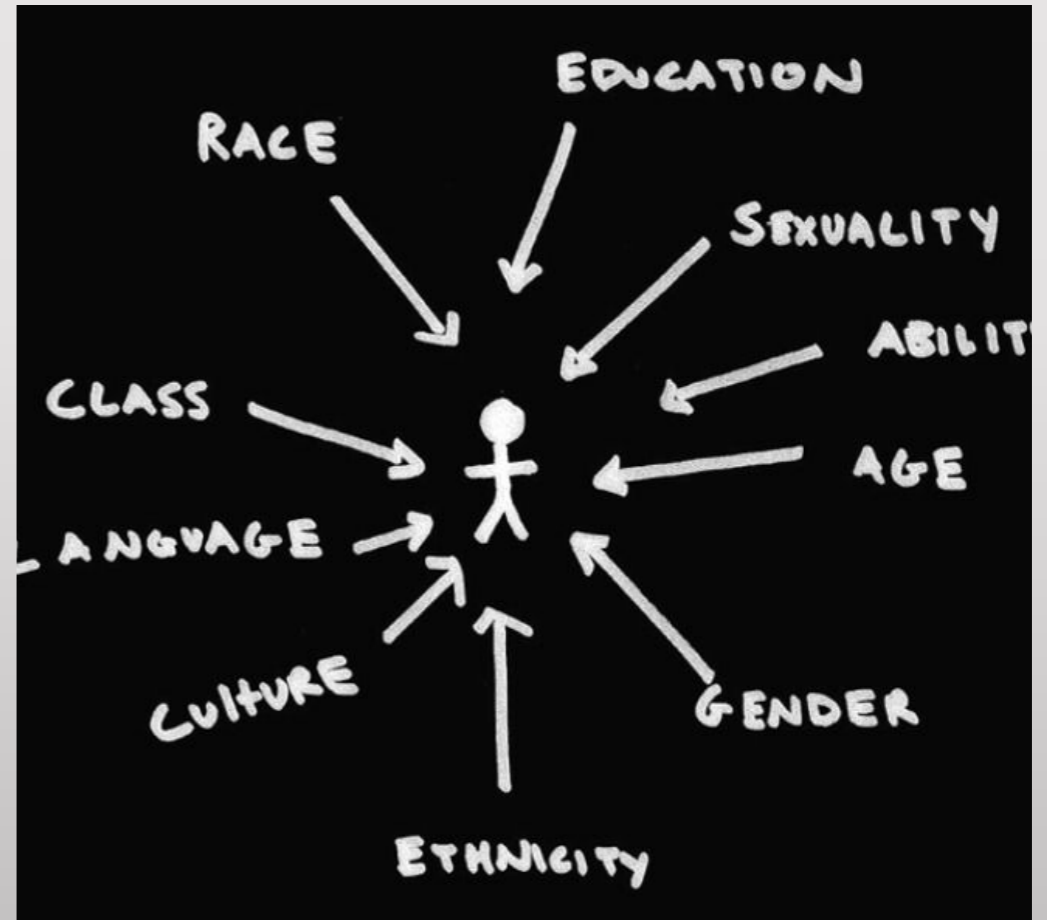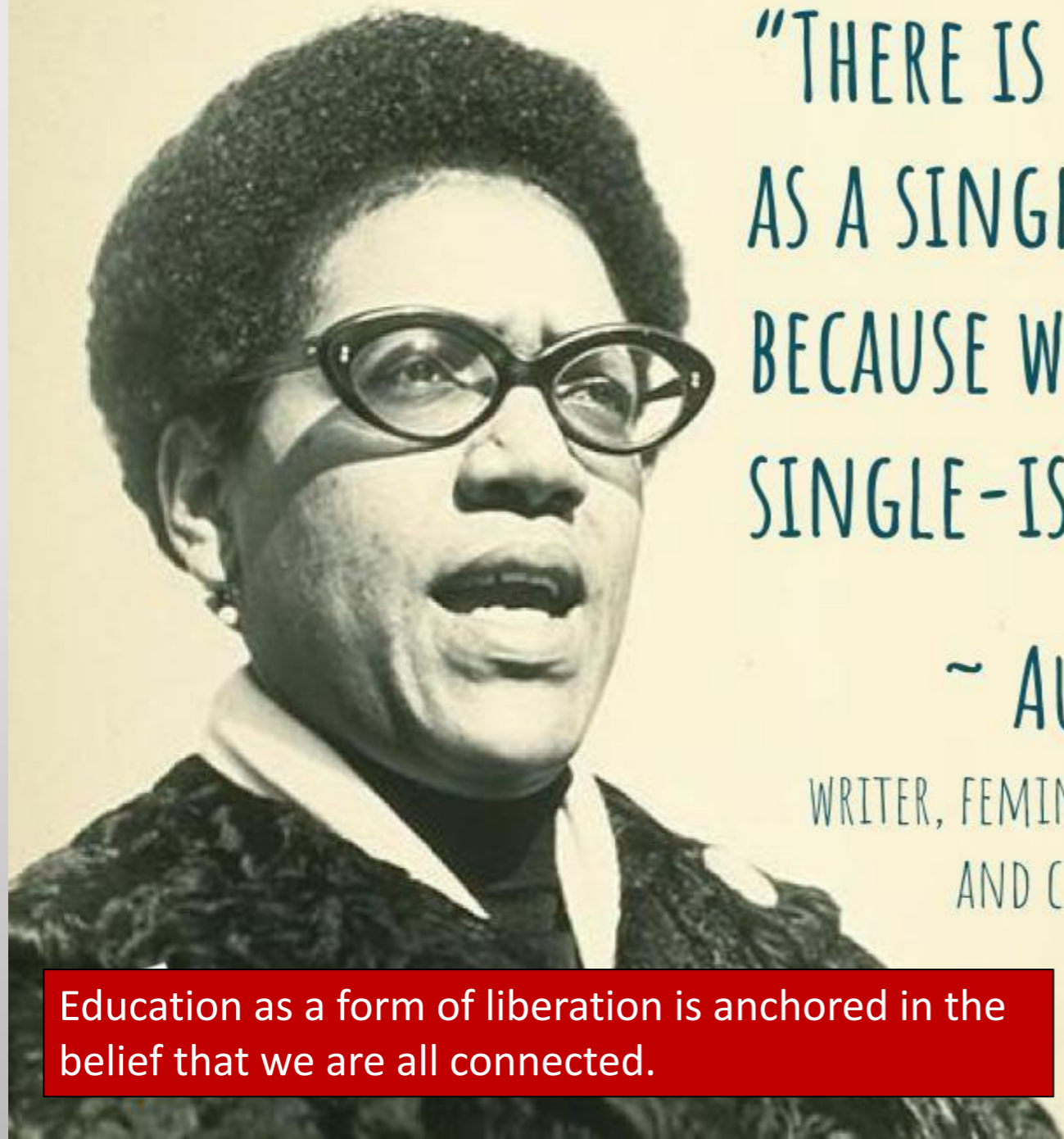
"There is no such thing as a single-issue struggle because we do not live single-issue lives."

~ Audre Lorde ~

Writer, Feminist, Womanist, Librarian, and Civil Rights Activist
(1934 - 1992)

Education as a form of liberation is anchored in the belief that we are all connected.

When we embrace and celebrate difference, is there room to acknowledge that not all differences are truly embraced?
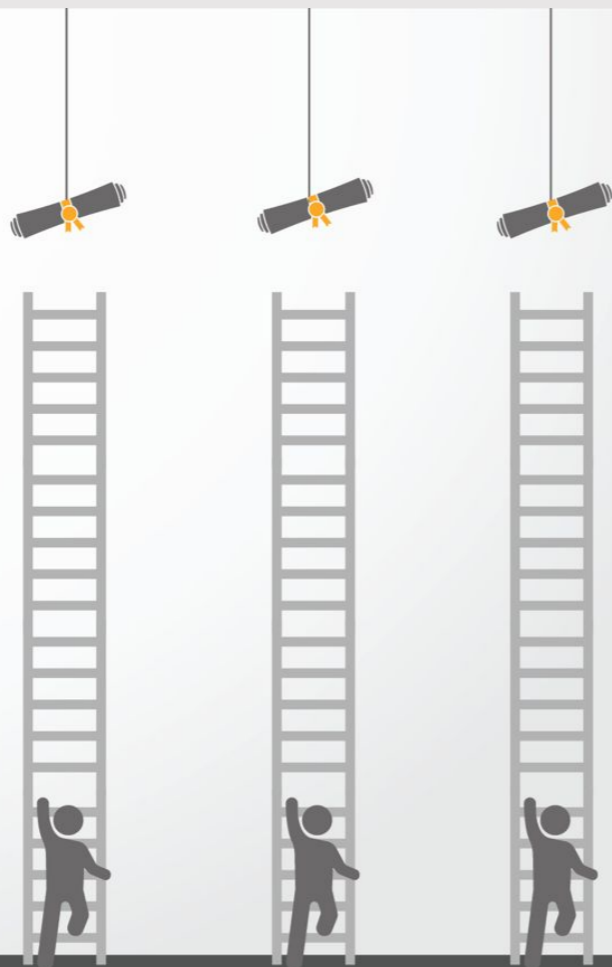
Equality   Equity

EQUALITY   EQUITY
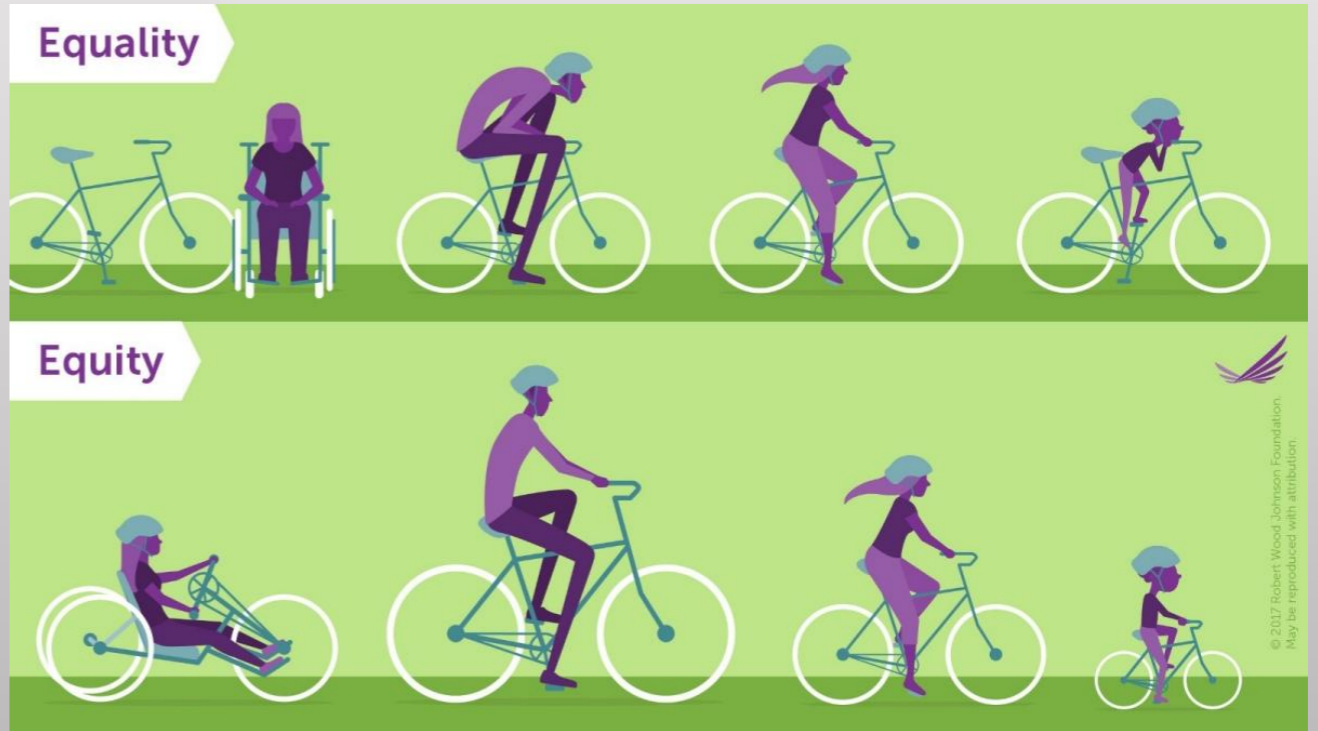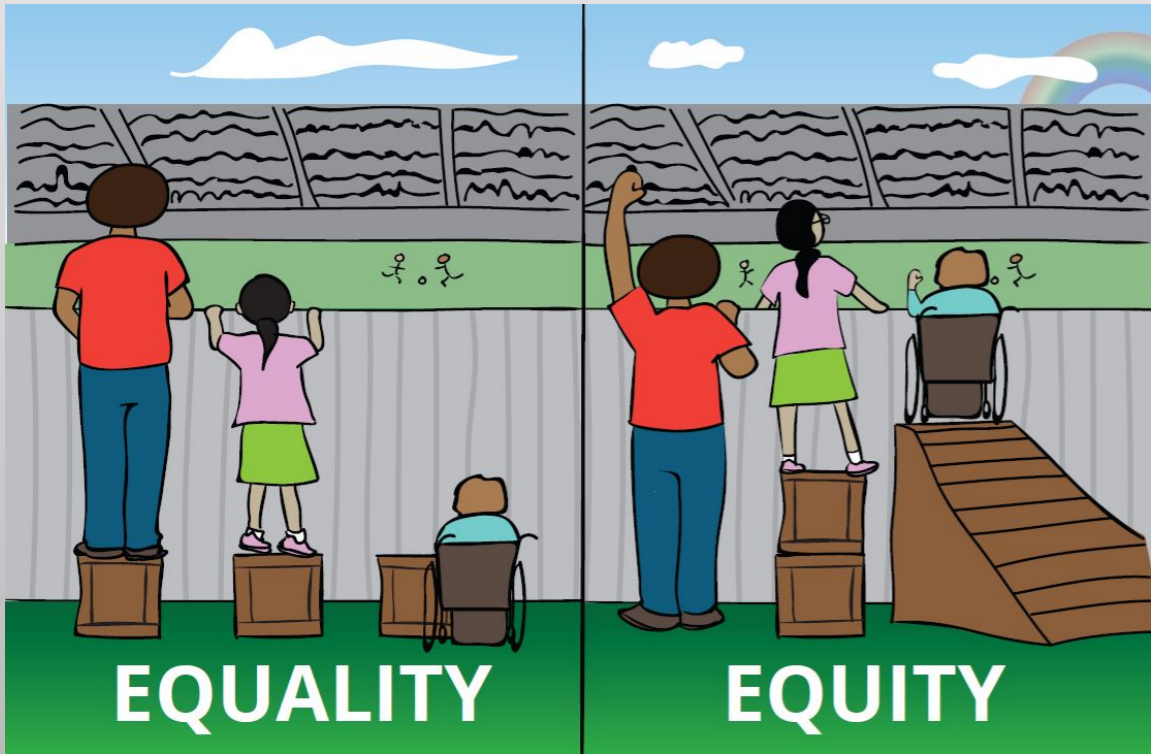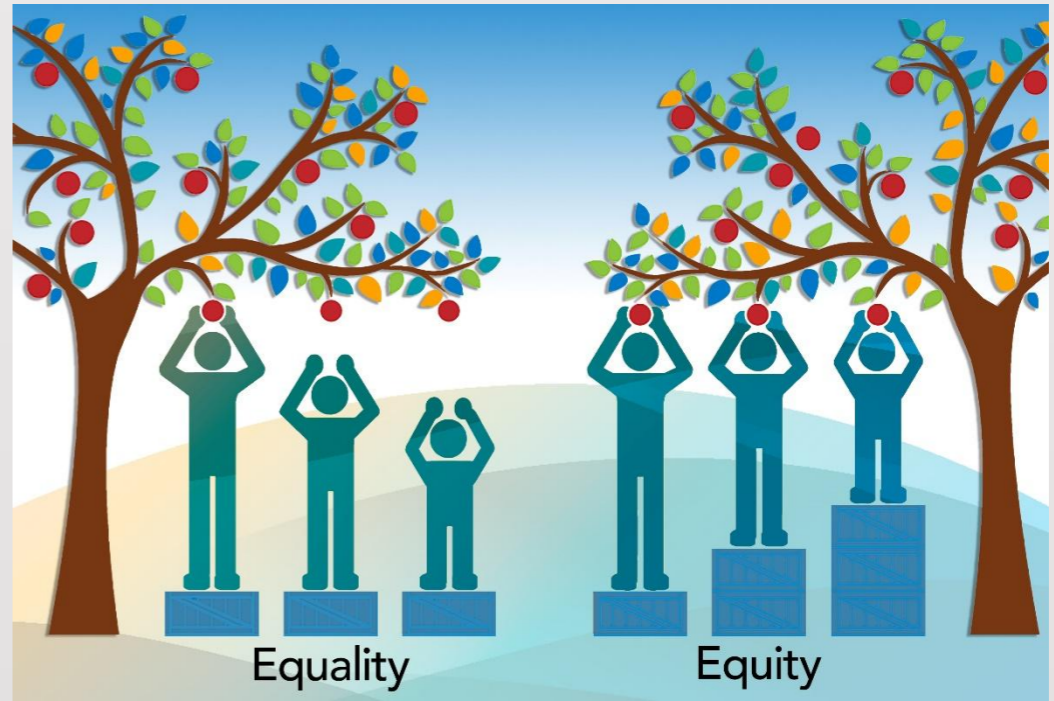
Equality

Equity

EQUALITY

imagines an equal world.

"I care about all students equally"

CENTER for URBAN EDUCATION

In contrast, EQUITY redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.
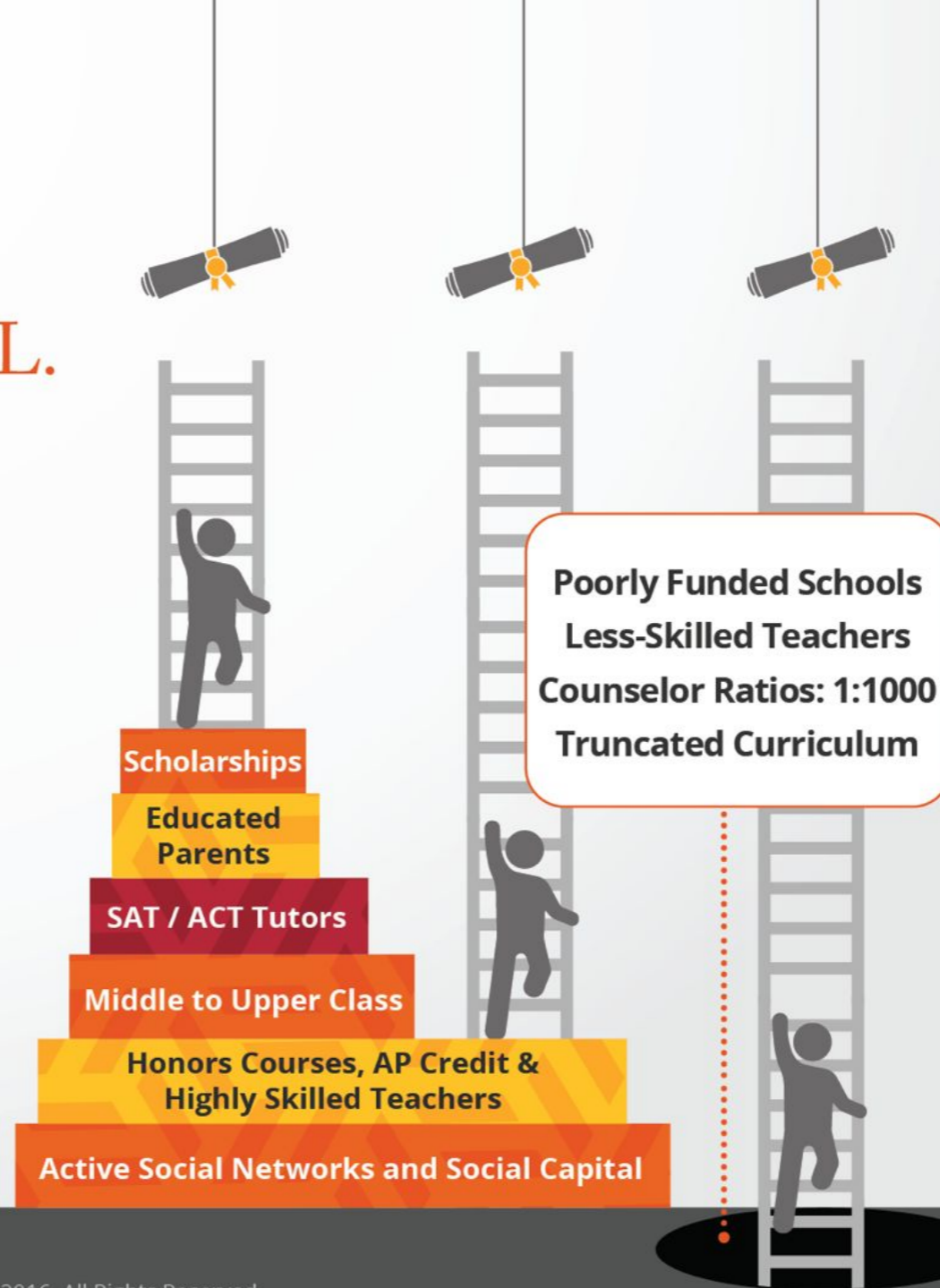
CENTER for URBAN EDUCATION

Regular data disaggregation & analysis

Goal setting and action planning

Faculty & staff training to be equity facilitators

Inquiry to understand how practices impede equity

But the world **ISN'T EQUAL.**

Poorly Funded Schools
Less-Skilled Teachers
Counselor Ratios: 1:1000
Truncated Curriculum

Scholarships
Educated Parents
SAT / ACT Tutors
Middle to Upper Class
Honors Courses, AP Credit & Highly Skilled Teachers
Active Social Networks and Social Capital

CENTER *for* URBAN EDUCATION

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Grounded in community and their experiences

- Black Lives Matter Movement
- Social and Racial Justice Unrest
- Students voice their experiences
- CCCCO Diversity, Equity, & Inclusion Report
- CCCO Call to Action letter

Breonna Taylor

June 5, 1993 –
March 13, 2020

Fatally killed in her home by armed police

George Floyd

October 14, 1973 –
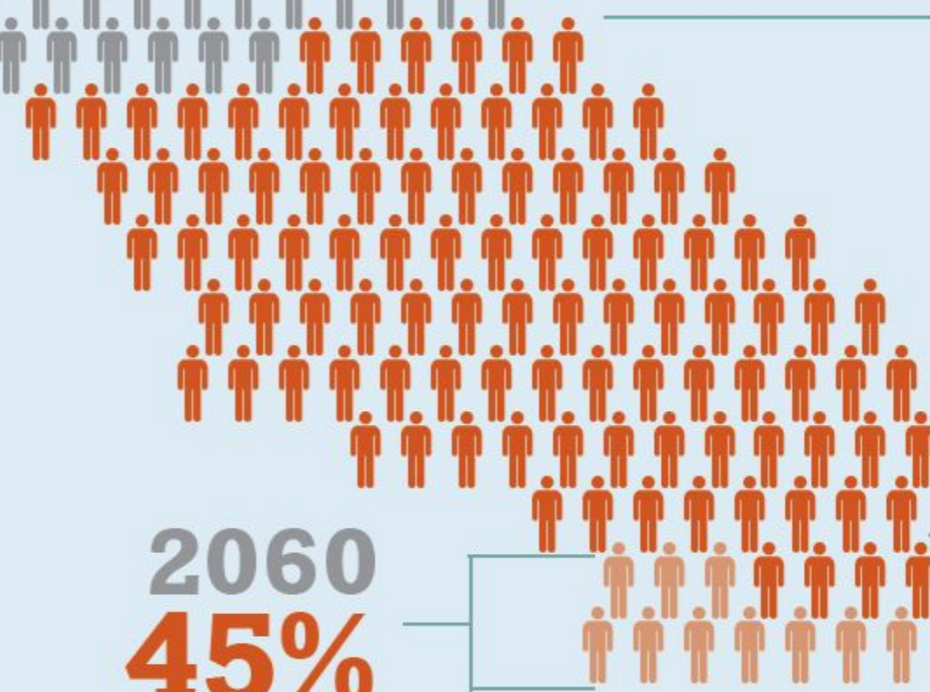May 25, 2020

Killed by armed police

Setting the Context an Hispanic Serving Institution (HSI)

CALIFORNIA'S SUCCESS DEPENDS ON THE SUCCESS OF LATINX
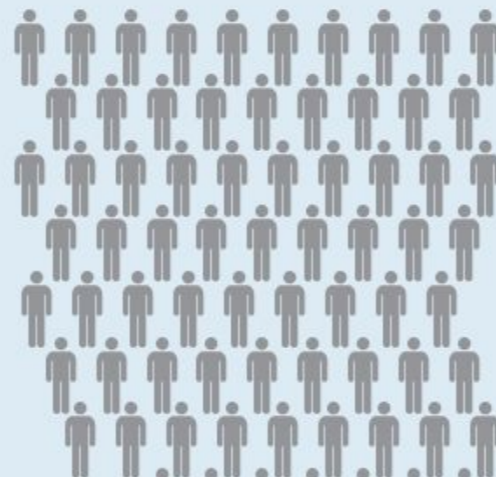
More than 15 million (39%) of California's population is Latinx. By 2060, 23 million (45%) will be Latinx.
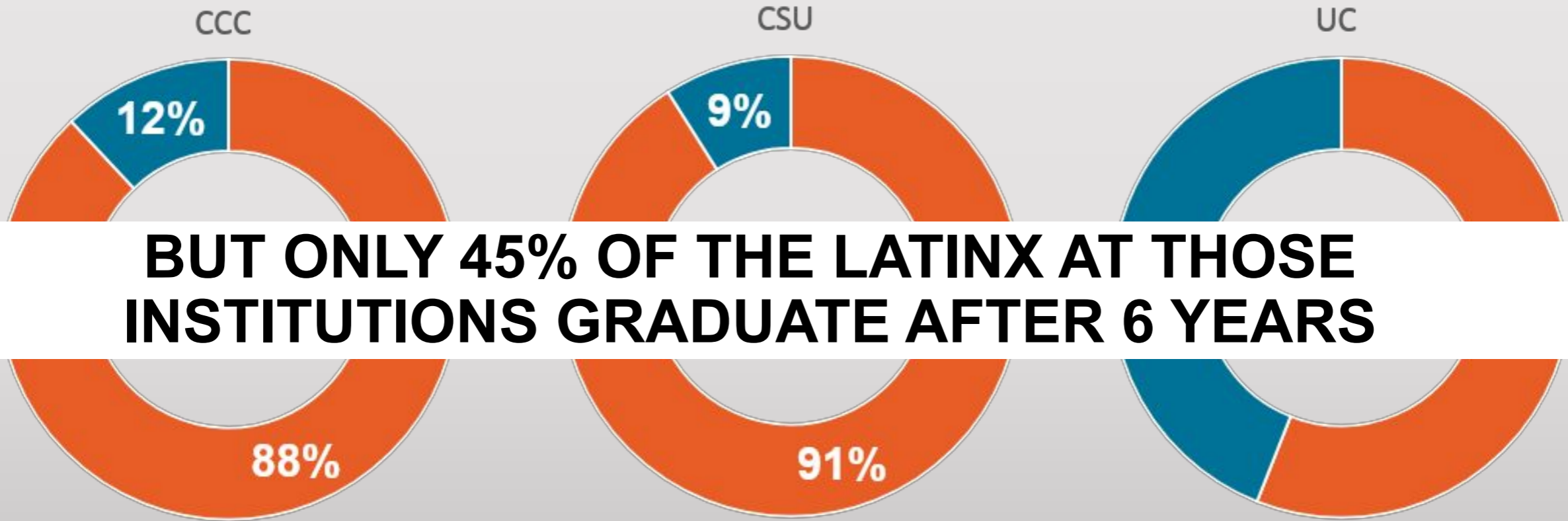
2018
39%

2060
45%

@Collegeopp

Latinx Are The Largest Racial/Ethnic Group in CA

State of California
- 3% Two or More
- 38% White
- 14% Asian
- 6% Black
- 39% Latinx

Public College Enrollment
- 3% Other
- 1% Native Hawaiian/Pacific Islander
- 4% Two or More
- 27% White
- 17% Asian
- 6% Black
- 43% Latinx

K-12 Enrollment
- 1% Other
- 3% Native Hawaiian/Pacific Islander
- 1% American Indian/Alaska Native
- 4% Two or More
- 23% White
- 9% Asian
- 5% Black
- 54% Latinx
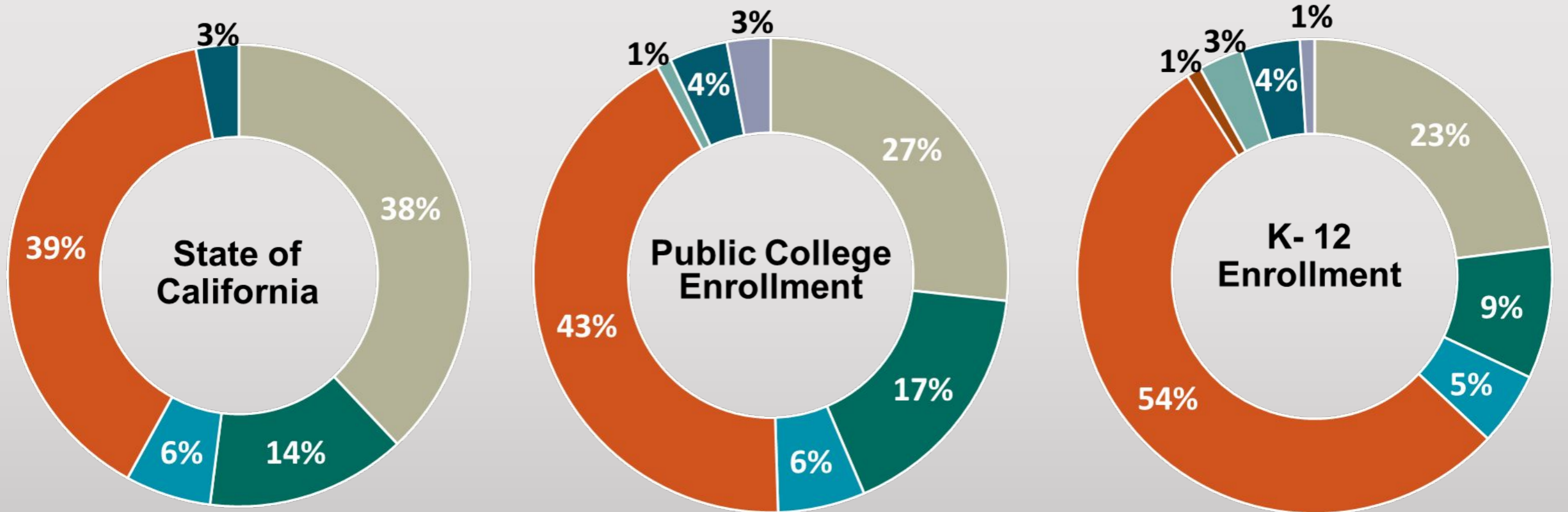
Legend: White | Asian | Black | Latinx | American Indian/Alaka Native | Native Hawaiian/Pacific Islander | Two or More | Other

California Community College
Campus Demographics

ENROLLMENT

6%
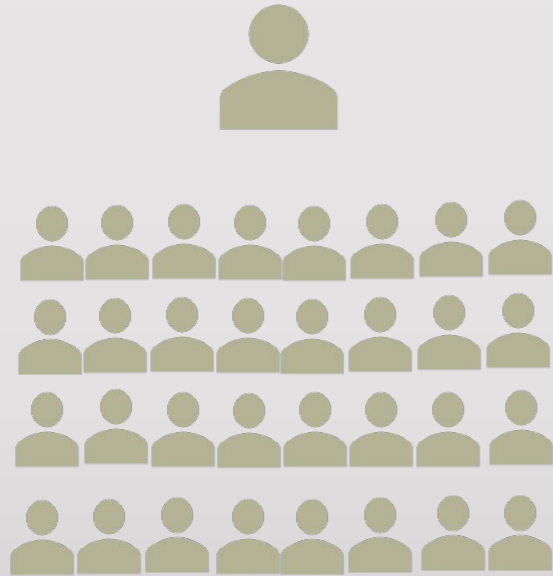14%
27%
5%
4%
44%

TENURED FACULTY

6% 10%
15%
61%
2%
7%

NON-TENURED FACULTY

5% 11%
13%
60%
2%
9%

White AANHPI African American Latinx Other Unknown
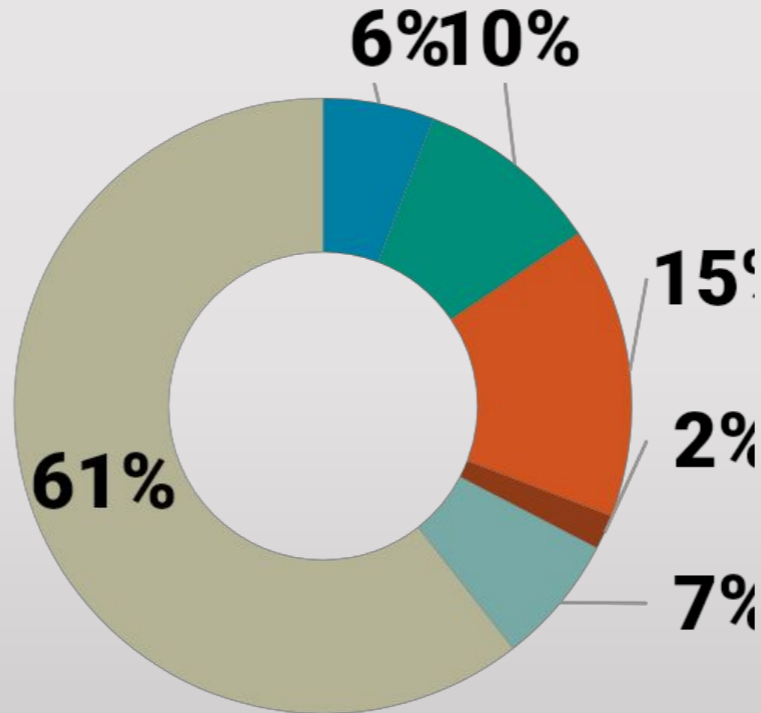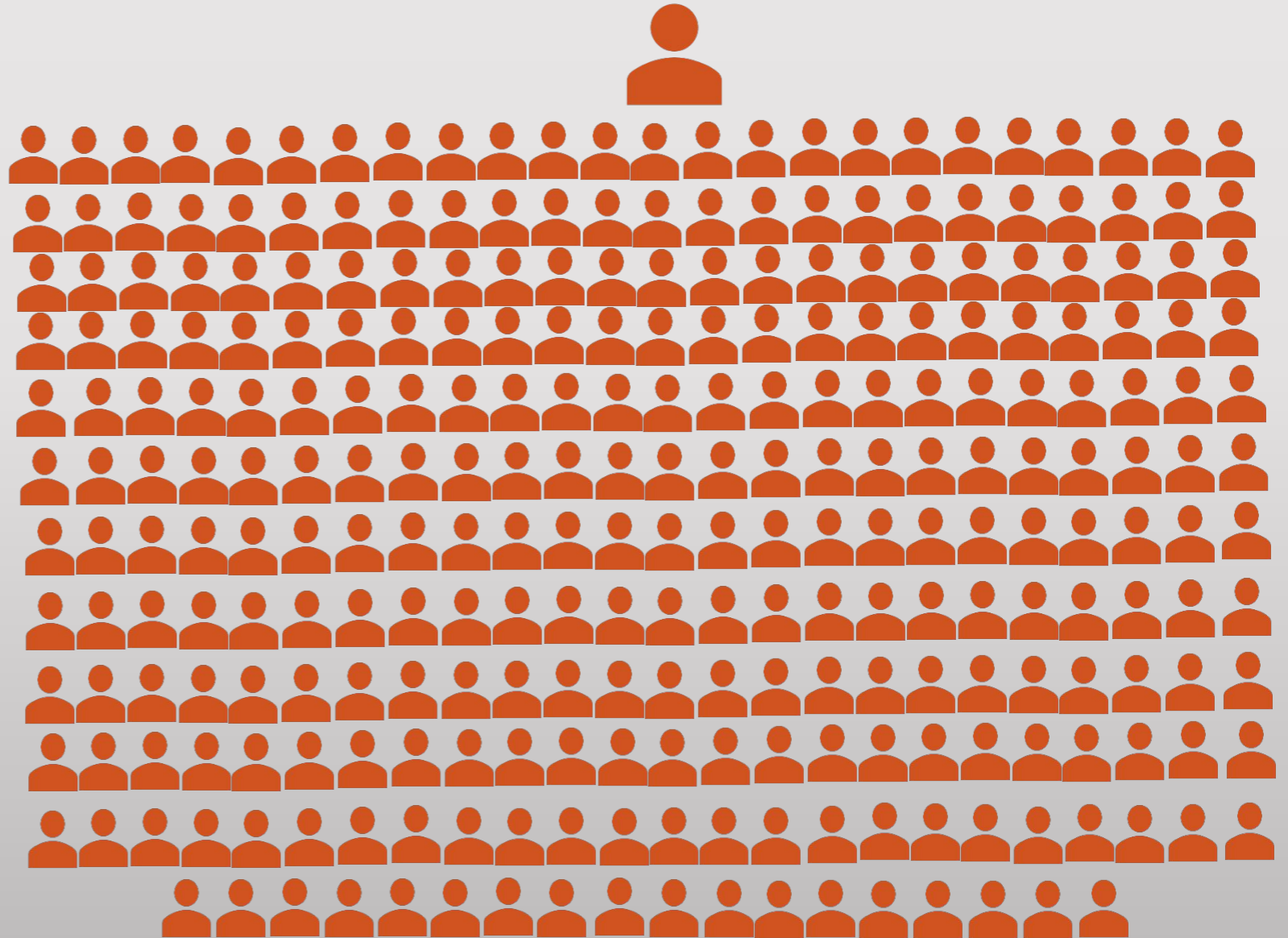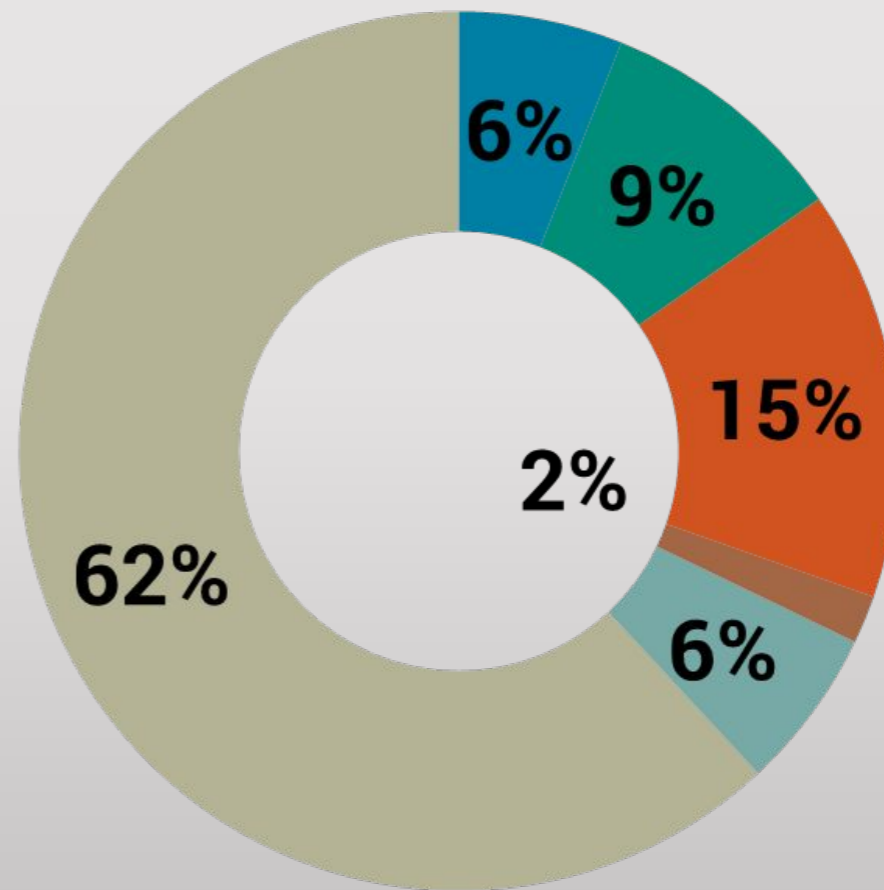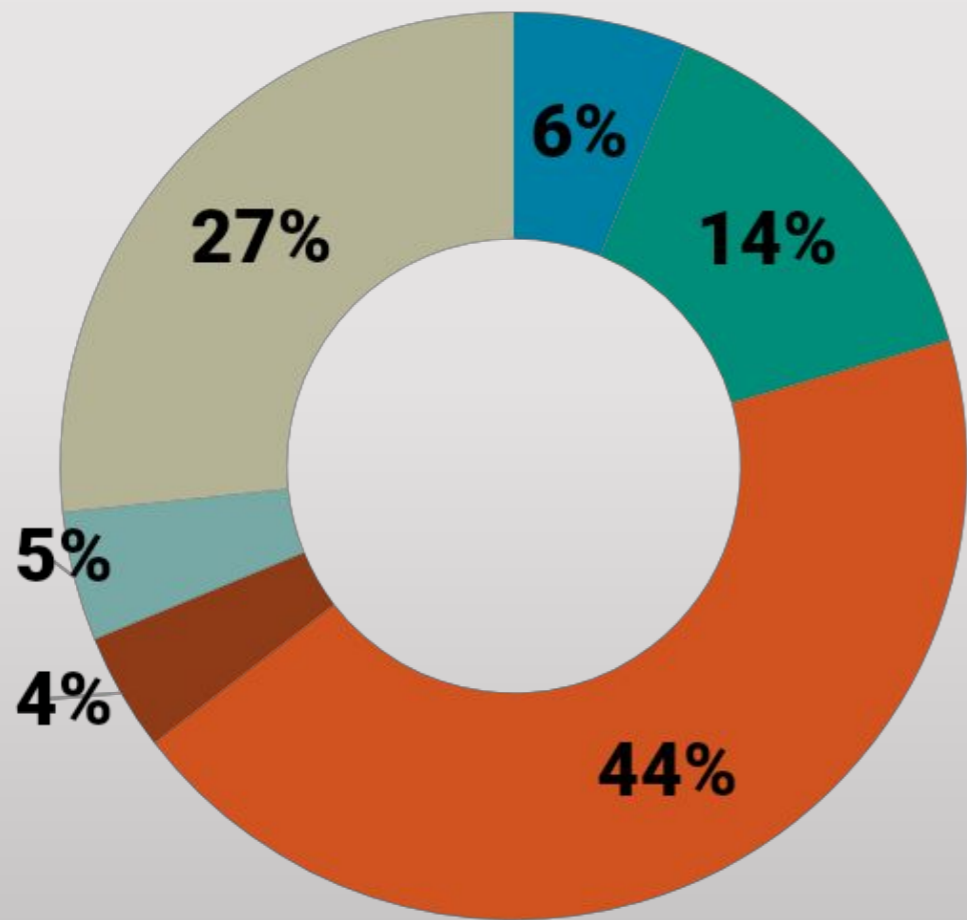
For every 1 Latinx tenured faculty member, there are 282 Latinx undergraduates

Compared to 32 White undergraduates per White tenured faculty

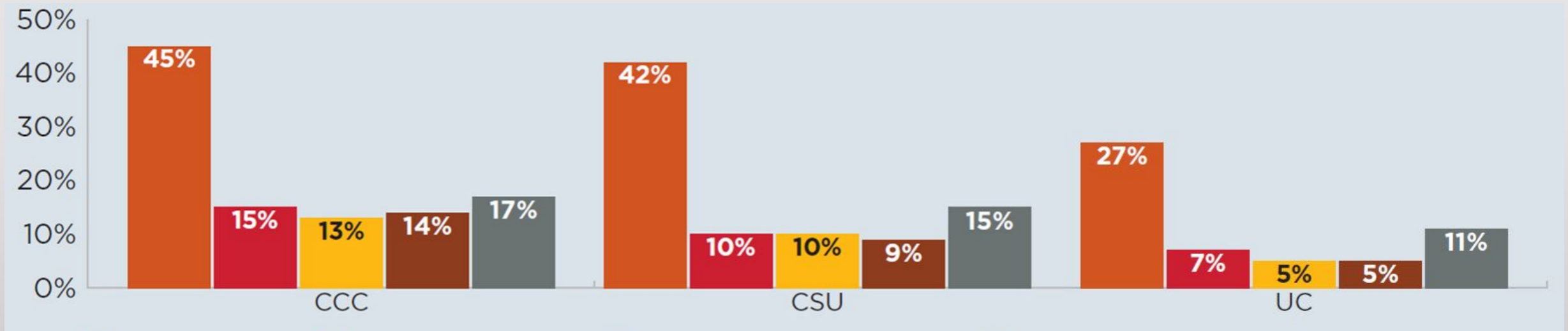# California Community College
Students vs. Faculty & Senior Leadership Demographics

Left chart: 6%, 14%, 44%, 4%, 5%, 27%

Right chart: 6%, 9%, 15%, 2%, 6%, 62%

Legend: White · AANHPI · African American · Latinx · Other · Unknown

Latinx are Significantly Underrepresented in College Leadership

Chart comparing Latinx representation across CCC, CSU, and UC systems by role.

CCC: Students 45%, Tenured Faculty 15%, Non-Tenured Faculty 13%, Academic Senate 14%, Senior Leadership 17%

CSU: Students 42%, Tenured Faculty 10%, Non-Tenured Faculty 10%, Academic Senate 9%, Senior Leadership 15%

UC: Students 27%, Tenured Faculty 7%, Non-Tenured Faculty 5%, Academic Senate 5%, Senior Leadership 11%

Legend: Students | Tenured Faculty | Non-Tenured Faculty | Academic Senate | Senior Leadership

@Collegeopp

California Community College
System Demographics

ENROLLMENT
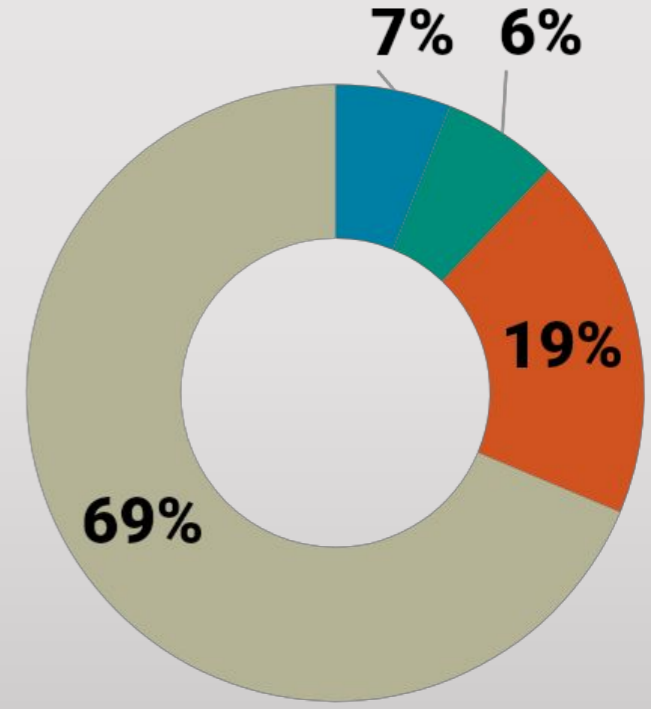
6%
14%
27%
44%
5%
4%

Academic Senate

20%
7%
73%
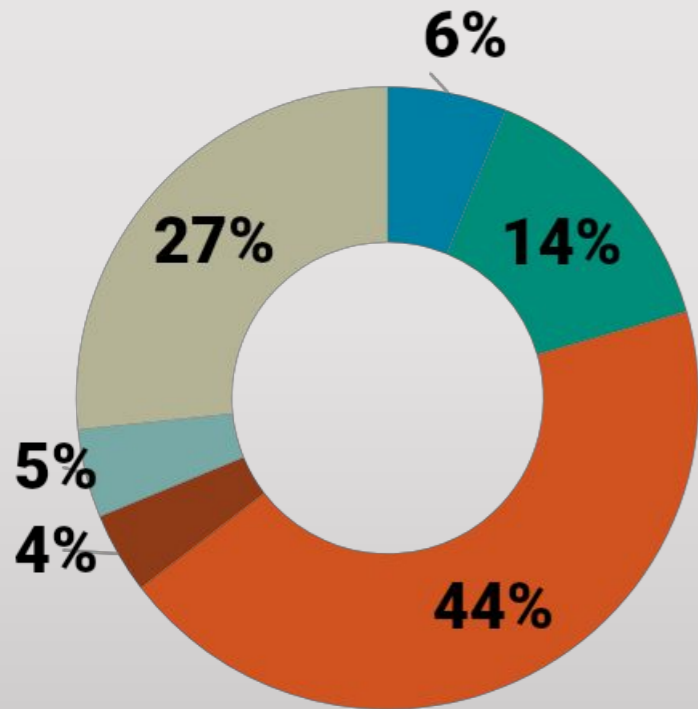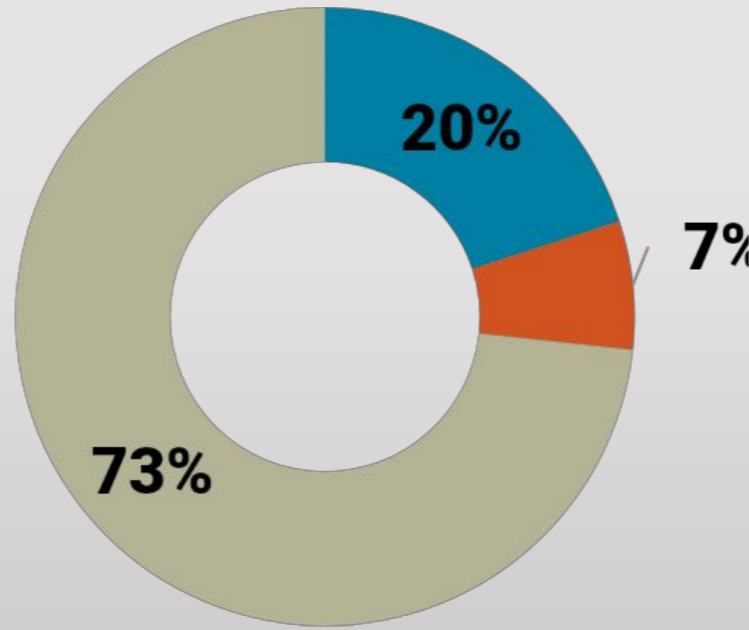
District Boards
of Trustees

7% 6%
19%
69%

White   AANHPI   African American   Latinx   Other   Unknown

Many believe diversity is an ideal, yet not achieving it is acceptable
We need more than an "intellectual commitment" to diversity

WE NEED DIVERSITY-RELATED ACTION

@CollegeOpp

Read Our Next Steps Toolkit

1.

Form a campus committee to assess the state of racial/ethnic and gender equity in campus leadership

2.

Collect disaggregated data showing racial/ethnic and gender representation and convene the committee to review it
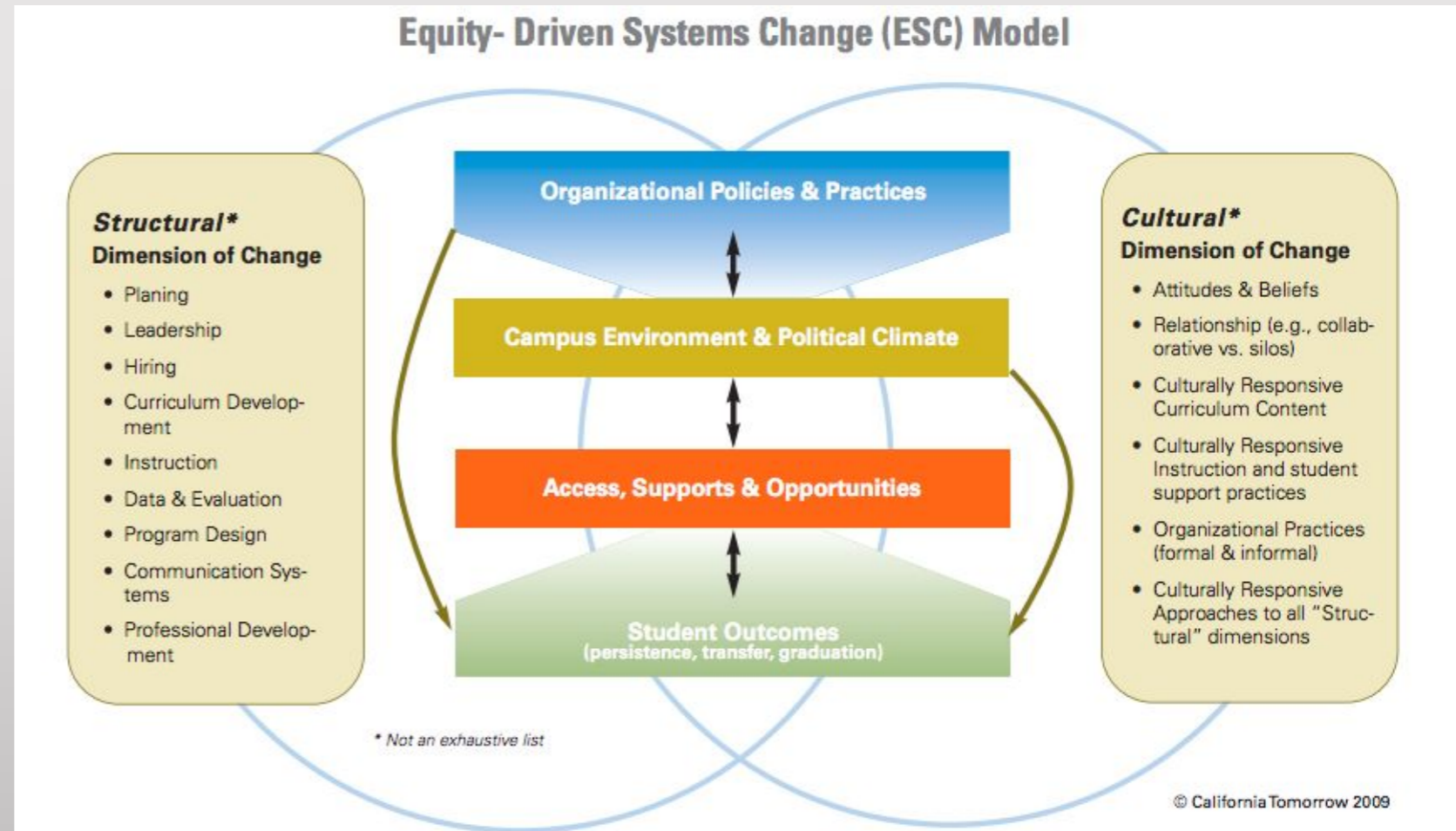
3.

Inquire into institutional process that lead to inequitable racial/ethnic representation among campus leadership
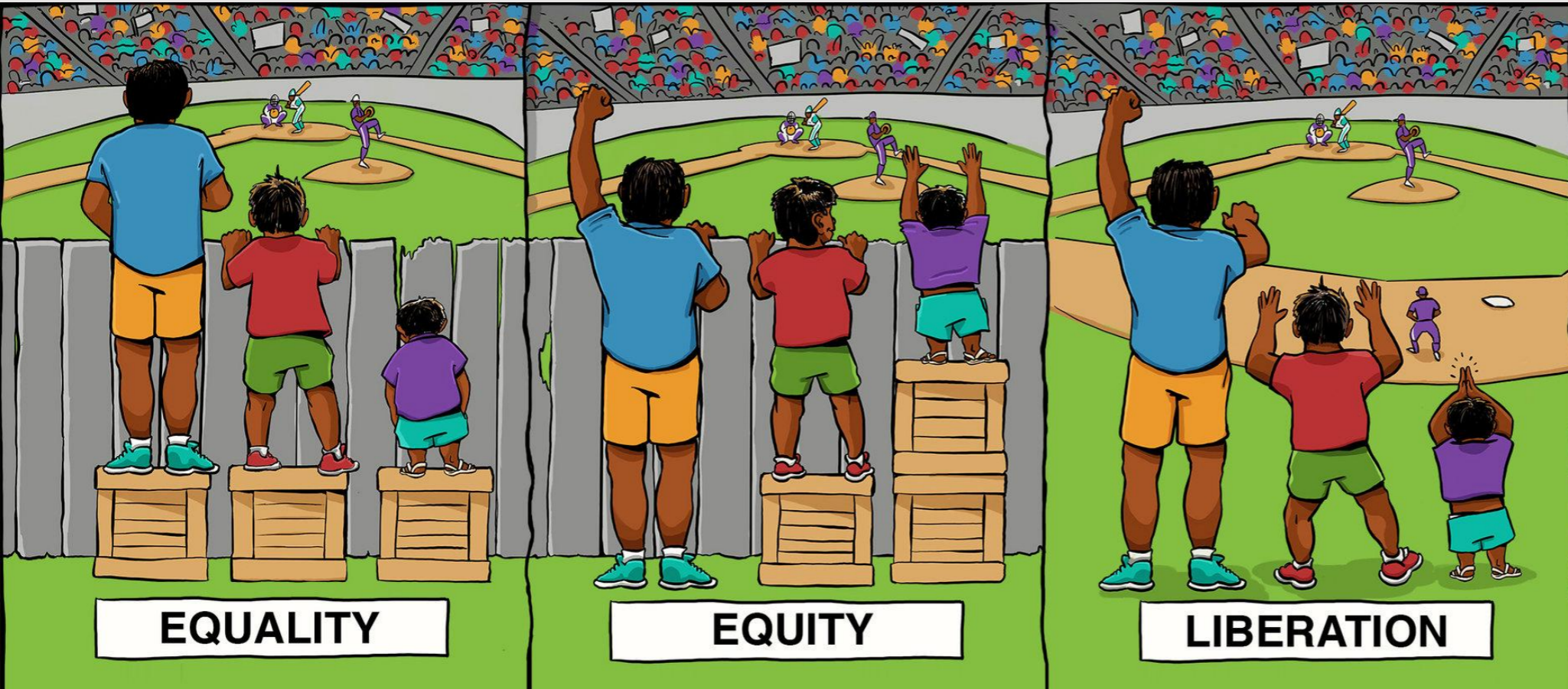
Equity & Racial Justice- Beyond "Inclusivity"

- Hiring

- Professional Development

- Program & Curriculum Design

- Board Policies & Administrative Procedures

- Marketing & Communications

- Students' experiences throughout the College

- Facilities

Grounded in Equity- Comprehensive Diversity Framework

- **Defining** the institutional values of equity, social justice, and diversity

- Equity, Social Justice, and Diversity are **NOT** synonymous

- **Comprehensive Diversity Framework** (Inquiry Stance
  - Policies, Practices, Procedures
  - Sustained institutional self-reflection & critique

Equity- Driven Systems Change (ESC) Model

Structural* Dimension of Change
- Planing
- Leadership
- Hiring
- Curriculum Development
- Instruction
- Data & Evaluation
- Program Design
- Communication Systems
- Professional Development

Organizational Policies & Practices

Campus Environment & Political Climate

Access, Supports & Opportunities

Student Outcomes (persistence, transfer, graduation)

Cultural* Dimension of Change
- Attitudes & Beliefs
- Relationship (e.g., collaborative vs. silos)
- Culturally Responsive Curriculum Content
- Culturally Responsive Instruction and student support practices
- Organizational Practices (formal & informal)
- Culturally Responsive Approaches to all "Structural" dimensions

* Not an exhaustive list

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EQUALITY

EQUITY

LIBERATION

Hartnell College President's Task Force Recommendations HERE

Gracias-Thank You!

Break
– 10 mins -

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Activity

- Stormboard
- Link in the chat
- Take a moment to sign in

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Next Steps

Thank you

Find us at www.careerladdersproject.org