

CCCT Trustee Report
Suzanne Lee Chan, Trustee
October, 2021

- **October 1 – ACHRO Diversity in Hiring with Trustees and Other Stakeholders**
 - Representing Trustees along with CEO's, CIO's, Faculty Senate, and Chancellor's Office to hear ACHRO updates of their Diversity in Hiring Recommendations
 - Examples of changes in Hiring Practices through the DEI Lens
 - traditional marketing of vacancies
 - blind applications, redacting name of applicant, education, experience, etc.
 - screening would include interview rubric that applicant would share how he/she incorporated equity and inclusion in their teaching
 - "blowing a" the traditional
- **October 5 DEI Integration Steering Committee**
 - Debriefing 9/23 Joint meeting with CEO-REIE, of which I was one of the Trustee Representative
 - Presented cross association meeting held 10/1 to gain agreement on model Hiring Procedures based on DEI Hiring
 - Debriefing of 9/27 Town Hall
 - DEI Integration Plan Progress
 - DEI Online Training in the Visions Resource Center – 2 learning modules focused on cultural competency and implicit Bias
 - I Don't See Color, I Just See People: Becoming Culturally Competent
 - Playing Behind the Screen: Implicit Bias in our Colleges
 - Trustees DEI Consultant, Dr. Raquel Rall's Presentation of CCCT DEI Committee Purpose & Structure
 - Determine Trustee Purpose and Goals; adopt new organization structure for execution and harmonize Trustee Goals/Structure with CEO-REIE DEI Taskforce
- **October 11 CA Voting Delegates to ACCT Leadership Congress**
 - A number of CA Trustees are running for Leadership Positions – meeting to strategize their successful election
- **October 13 – 16, 2021 ACCT Leadership Congress; San Diego, Manchester Grand Hyatt**
 - *See Attached Report*
- **October 19 DEI Integration Steering Committee**

- Recap/Debriefing of Committee Members who attended ACCT Leadership Congress
 - A number of our Steering Committee Teammates and CA Trustees presented in ACCT Sessions
- Dr. Raquel Rall continued discussion and solicited feedback on CCCT DEI Committee Purpose & Structure
- Fall DEI Update to the Board of Governors
- [CCLC DEI transition to CEO REIE webpage on League's website to be joint with Trustees](#)
- DEI Implementation Phase 2: Trustee/CEO Collaboration – I am one of 2 Trustee Representatives of this SubCommittee