Outline

- Statewide Update on DEI Efforts
- Faculty Hiring Module
- Curricular Re-Design
- PD and Self-Care
- Conversation on Next Steps
DEI Implementation Ecosystem

**Chancellor’s Office**
- Convene DEI Implementation Workgroup
- Report progress to the Board of Governors
- Implement regulatory changes in consultation and collaboration with the EEO & Diversity Advisory Committee, Consultation Council and the Board

**DEI Implementation Workgroup**
- Advance DEI Plan strategies
- Review recommendations by statewide associations prior to deployment
- Report and track progress to the workgroup
- Coordinate deployment strategy with CO

**Statewide Associations Representatives**
- Maintain momentum and progress on Tier 1 strategies
- Communicate, collaborate and coordinate with other necessary stakeholders
- Identify resources needed
- Provide recommendations to DEI Implementation Workgroup

**Colleges/Districts**
- Provide feedback to statewide associations on best practices, professional development, resources, toolkits, regulatory changes
- Serve as change agents
- Engage, support, and champion campus stakeholders in the implementation of practices and processes.
Equity is the Integration Framework

• The *Vision for Success* is the foundation, strategic mission with clear goals and commitments.

• The DEI Integration Plan are actions to change institutional structures, policies and practices that act as barriers for equitable student success.

• The Call to Action responds to a moment in time and directs our system leaders to take action that will advance diversity, equity, inclusion, anti-racism and ultimately, the *Vision for Success.*
**Call for Action** from the Academic Senate for California Community Colleges

1. Make agendas that include anti-racism/no-hate education.
2. Prioritize culturally responsive curricular redesign.
3. Acknowledge the college houses the biases and prejudices of its founding time.
4. Redesign the evaluation of hiring and evaluation processes.
5. Request services from the ASCCC about any of these topics [here](#).
6. Find the voices among your faculty missing in governance.
7. Create constructive ways students can express themselves.
We are not in a post-racial society.
Vision for Success DEI Task Force Report

2016-17 FY:
• 73% students of color
• 61% of tenured faculty are White
• 60% of non-tenured faculty are White
• 63% of classified staff are White
• 59% of College Senior Leadership are White
Faculty Demographics Ohlone
Asian 20.9%
Hispanic 13.9%
White 51.3%
African American 4.4%

Fremont, CA Demographics
Asian 58.2% (37.7%)
Hispanic 11.2% (24.7%)
White 20.7% (13.8%)

Ohlone’s Student Demographics
African American 2.7%
Asian 37.7%
Hispanic 24.7%
Other 10.4%

American Indian 0.2%
Filipino 9.7%
White 13.8%
Equity in Hiring

https://ccconlineed.instructure.com/courses/5733
Curriculum Design and Implementation

- Curricular Processes
- The Course Outline of Record
- Making it Real – Syllabus, Communication, Assignments

Resources from Long Beach City College Equity Inventory of Curriculum

https://lbcc.instructure.com/courses/45048/pages/resource-hub
Professional Development and Self Care

Equity work is emotional work
Creating safe spaces for honest dialogue that values all feelings
Planning a way forward to support our students
What are Ohlone’s Next Steps
Thank You!

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