



Co-Leads

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Task Force Members

⇒ Matthew Berkley	⇒ Rosario E. Garcia	⇒ Austin Riggs
⇒ Dr. Cathrine Besancon	⇒ Patty Glover	⇒ Dr. Elisabeth Ritacca
⇒ Dr. Malaika Brown	⇒ Brandon Goodson-Ulloa (A)	⇒ Raul Sanchez (A)
⇒ Dr. Melissa Christian	⇒ Dr. Lan Hao	⇒ La'Kisha Simpson
⇒ Peter Cross (A)	⇒ Shin Jung	⇒ Dr. Nicole Smith
⇒ Jorge Cortez	⇒ Gino Munoz	⇒ Dr. Maryann Tolano-Leveque
⇒ Ann Everett	⇒ Jennifer Munguia	⇒ Briceyda Torres
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⇒ Brenda Fink	⇒ Michelle Ramirez	⇒

**Diversity, Equity and Inclusion Task Force - Highlights
Friday, June 26, 2020**

All members of the task force were welcomed to the inaugural DEI Task Force meeting. Each member introduced themselves by stating their name, department/program and role at the college.

The [DEI Webpage](#) was introduced and the [BOT Resolution](#), passed by the Board of Trustees on June 16, 2020, was highlighted including the purpose and charge of each: a commitment to support the CA Community College’s Call to Action to address structural racism holistically including every aspect of the College’s operation.

To encourage a sense of mutual respect among members and strive for productive meetings, the Task Force ground rules were articulated and general meeting etiquette was clarified.

The ground rules are:

- a. Respect: It is important to respect the feelings of others as well as your own
- b. Use “I” statements and speak from your own experience (*I feel...*)
- c. Generalizations and stereotyping can limit our growth (*everybody knows...you people...they all...*)
- d. Keep personal stories and sensitive conversations confidential
- e. Do not interrupt others when they are speaking
- f. Please share, but don’t monopolize the conversation and allow others to speak

The Task Force was then broken into six work groups, analyzing policies and plans in the three main areas:

1. Campus Environment Inside the Classroom, and Curriculum
2. Campus Environment Outside of the Classroom, Support Services, Student Outcomes Data, and The Support Services Provided to Students
3. Campus Environment Outside of the Classroom, the college's recruitment, hiring and promotion practices, and the training of the college community in regards to diversity, sensitivity, and cultural awareness

Highlights from the six work group analyses and feedback was reported out. This included discussions relating to:

1. The DEI Purpose and Charge as they pertain to the overall campus environment
2. Recognizing the students' needs and providing for them in a way that is congruent to promoting success, persistence, and completion of their academic goals
3. Introducing professional development opportunities for faculty and staff focused on raising social justice awareness and sensitivities
4. The value of collegewide input and importance of providing a safe space that allows all individuals to voice their thoughts and experiences with the assurance that they will remain anonymous if they chose to
5. The need for a clear and direct vision for change including a concrete plan with goals and a timeline

The fall 2020 meeting schedule was shared as well as the anticipated agenda for the next meeting - July 24, 2020 and how Task Force members could prepare by reviewing the Chancellor's *Call to Action* webinar.