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Diversity, Equity and Inclusion Task Force Highlights Friday, September 25, 2020

As the meeting opened, each task force member was invited to introduce themselves and state their role at the college. The Task Force welcomed new member, Jeffrey Thompson, who is an adjunct faculty teaching Psychology at the college. For the overall benefit of the group, the seven ground rules were repeated and each was briefly explained.

The task force was reminded that the basis for its work is the charge of the DEI Task Force, emanating from the board of trustees' resolution, the foundation of our energy and what is to be accomplished. The task force will work from the prospective of two environments – inside and outside the classroom while honing in on three categories: 1) curriculum; 2) support services and student outcomes data; and 3) recruitment, hiring, promotion and training.

The task force members have been divided into three groups that correspond with the above three categories and will conduct the gap analysis, which was also the setup from previous meetings:

- Group One: to examine policies, plans and practice inside the classroom and related to curriculum,
- Group Two: to examine policies, plans and practice outside the classroom as they pertain to student support services and outcome data, and
- Group three: to examine policies, plans and practice related to the Human Resources department's recruitment and hiring practices, and professional development and training provided to employees.

The second half of the meeting was spent in the breakout activities examining and refining the work done at the August meeting. The directive for the meeting was to fine-tune, and strengthen and revise, if needed, the previously developed visions, essential questions and actions plans. Understand that this was a first attempt to clarify our

shared language so that we can achieve the reality we think is possible with the vision statements we created together while in our groups.

- Visions – What are our ideal visions for Citrus College with respect to being a college of diversity, equity and inclusion in relation to the two environments?
- Essential Questions – What do we need to ask ourselves to direct our thinking in a way that produces solid realities synchronized with our visions?
- Action Plans – Those tangible and innovative solutions that will build a secure structure for closing gaps and creating a college of diversity, equity and inclusion.

Specifically, the task for each group was to assess:

- If our visions needed to be updated
- If the scope of our questions limited or expanded the scope of the area we are reviewing, or met the needs to adequately address structural DEI concerns (30,000 ft. vs ground level work)
- If action plans were “right now” tasks that are the work of current campus groups and plans, or if we have found a GAP in a plan, policy, or practice that has a broader reaching impact

Groups were also given a comprehensive toolkit of carefully formulated questions intended to serve as guidelines to spur progress while digging deeper into existing framework (visions, essential questions and action plans) and identifying areas where change may be essential.

The task force was reminded that this would be a deliberate, carefully thought-out and ongoing process. As a result of the work accomplished thus far, we are beginning to see the college in a new light thus enabling ourselves to identify needed change.