

# CIO Virtual Town Hall

CCCCIO, CCCCO, ASCCC

June 25, 2020



# Welcome

**Leandra Martin, President  
California Community Colleges Chief Instructional Officers**



# Town Hall Housekeeping Items

- CCCCIO Executive Board Region 8 Representative, VP for Instruction, Saddleback College – Ms. Tram Vo-Kumamoto
  - Safe space for this dialogue
  - Not recorded
  - Chat is only available during the discussion portion
  - Please “raise hand” when you want to speak
  - Moderator will call on speakers in order
  - If we run out of time and you have a lingering comment or question, please email your comment or question to your Region Rep

# Virtual Town Hall – Webinar Agenda

1. **Welcome** - CCCCIO President Dr. Leandra Martin
2. **Webinar Format** – CCCCIO Region 8 Representative VP Tram Vo-Kumamoto
3. **Webinar Agenda** - CCCCIO President- Elect Dr. Jennifer Vega La Serna
4. **From Conversation to Action** - Chancellor Eloy Ortiz-Oakley
5. **ASCCC Inclusivity Statement** - ASCCC Executive Board
6. **Understanding White Fragility, Becoming Anti-racist, and Taking Action**- CCCCIO VP Dr. Don Miller
7. **Real Talk! Real Action! –CIO Panel** - CCCCIO Region 4 Representative Dr. Jennifer Taylor Mendoza, Dr. Tammy Robinson, CIO Cañada College, CCCCIO Region 3 Representative Dr. Stacy Thompson, and Dr. Marshall Fulbright, III, CIO Grossmont College
8. **Moderated Q/A**
9. **Focused conversation topics:**
  - Campus Leaders Host Open Dialog and Address Campus Climate- Dr. Tammy Robinson, Executive Vice Chancellor Marty Alvarado, ASCCC Vice President Ginni May
  - Building a Culturally Responsive Online Learning Community– Dr. Stacy Thompson, Vice Chancellor Dr. Aisha Lowe, ASCCC President Dolores Davison
  - Systemwide Review of Police and First Responder Training and Curriculum - Dr. Jane Saldana Talley, Vice Chancellor Sheneui Weber, ASCCC Secretary Cheryl Aschenbach
10. **Action steps:**
  - Diversity, Equity and Inclusion Implementation Plan – Dr. Jennifer Taylor-Mendoza, Deputy Chancellor Dr. Daisy Gonzales, ASCCC Treasurer Mayra Cruz
  - Next steps – Dr. Jennifer Vega La Serna, Dr. Don Miller

# From Conversation to Action

## Chancellor Eloy Ortiz Oakley

1. Systemwide review of police and first responder training and curriculum. (ASCCC, CTE Deans and Faculty)
2. Campus leaders host open dialogue and address campus climate. (CEO's, District Leaders, Campus Police, CSSO's and their Student leaders)
3. Campuses audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum. (Faculty, CIO's, CSSO's, ASCCC)
4. District Boards review and update your Equity plans with urgency. (Chancellor's Office, All Campus Leaders, and District Trustees)
5. Shorten the time for the full implementation of the DEI Integration Plan (DEI Implementation Workgroup, Consultation Council and Chancellor's Office)
6. Engage in the Vision Resource Center "Community Colleges for Change." (Everyone)



# **Academic Senate for California Community Colleges**

LEADERSHIP. EMPOWERMENT. VOICE.

**Dolores Davison, President ASCCC**  
**Ginni May, Vice President**  
**Cheryl Aschenbach, Secretary**  
**Mayra Cruz, Treasurer**

# ASCCC Inclusivity Statement

## Adopted Fall 2019 by Acclamation

...Embracing diversity means that we must intentionally practice acceptance and respect towards one another and understand that discrimination and prejudices create and sustain privileges for some while creating and sustaining disadvantages for others. In order to embrace diversity, we also acknowledge that institutional discrimination and implicit bias exist and that our goal is to eradicate those elements from our system. Our commitment to diversity requires that we strive to eliminate those barriers to equity and that we act deliberately to create a safe and inclusive environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community...

# ASCCC 2020-21 Call to Action

- Acknowledge, without assigning blame, that the structure of the college houses the biases and prejudices of its founding time. Those biases have privileged some and disadvantaged others, particularly African-American and LatinX communities.
- Work with your administration and students to find constructive ways students can express themselves about recent events and the structural and historical biases that exist.
- Make a tentative agenda now that includes a discussion of anti-racism/no-hate education. Remember, you do not have to have an answer to start a conversation.
- Prioritize culturally responsive curricular redesign with your curriculum committee.
- Prioritize the evaluation of hiring and evaluation processes.
- Evaluate your academic senate and find the voices among your faculty missing in governance. Find ways to empower those voices.
- Request services from the ASCCC about any of these topics.



# Understanding White Fragility, Becoming Antiracist, and Taking Action

Don Miller, VP CCCCIO

## Resources:

**Cora Learning** - Youtube channel with multiple webinars to address: anti-blackness on campuses, responding to racial microaggressions in the online class environment, employing equity-minded and culturally affirming teaching techniques, etc. <https://www.youtube.com/channel/UCzfia71ZxMOW-UM4rfBxoxA>

**USC Race and Equity Center** – Youtube channel with several webinars to address: racism in the workplace, demonstrating care for black employees, white people talking to white people about racism, etc. <https://www.youtube.com/channel/UCD8jlUpQshqKlbrZsEJxa5w/featured>

Diangelo, Robin. *White Fragility: Why It's So Hard for White People to Talk About Racism*. Boston, Beacon Press, 2018.

Kendi, Ibram X. *How to Be an Antiracist*. New York, One World, 2019.

# Real Talk!

~~COURAGEOUS CONVERSATIONS~~

# Real Action!

Dr. Jennifer Taylor Mendoza, CCCCIO Region 4 Representative  
Dr. Tammy Robinson, CIO Cañada College  
Dr. Stacy Thompson, CCCCIO Region 3 Representative  
Dr. Marshall Fulbright, III CIO Grossmont College



# Moderated Discussion

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# Focused Conversation Topics

- Campus Leaders Host Open Dialog and Address Campus Climate- Dr. Tammy Robinson, Executive Vice Chancellor Marty Alvarado, ASCCC Vice President Ginni May
- Building a Culturally Responsive Online Learning Community– Dr. Stacy Thompson, Vice Chancellor, Dr. Aisha Lowe, ASCCC President Dolores Davison
- Systemwide Review of Police and First Responder Training and Curriculum - Dr. Jane Saldana Talley, Vice Chancellor Sheneui Weber, ASCCC Secretary Cheryl Aschenbach

# Campus Leaders Host Open Dialog and Address Campus Climate

Dr. Tammy Robinson, CIO Cañada College  
CCCCO Executive Vice Chancellor Marty Alvarado  
ASCCC Vice President Ginni May

# Quotes on Change and People

1. “If you don't like something, change it. If you can't change it, change your attitude.” -*Maya Angelou*
2. “The secret of change is to focus all of your energy not on fighting the old, but on building the new.” -*Socrates*
3. "I do not think the measure of a civilization is how tall its buildings of concrete are, but rather how well its people have learned to relate to their environment and fellow man."  
-*Sun Bear, Chippewa*
4. “I believe that in the end that it is kindness and accommodation that are all the catalysts for real change.” -*Nelson Mandela*

# Rosa Parks

- December 1, 1955 – refused to move to a different seat when bus driver moved the line segregating the white passengers from the black passengers
- December 5, 1955 – Parks trial, beginning of Montgomery Bus Boycott of 381 days
- December 20, 1956 – Montgomery Bus Boycott ended when Montgomery lifted segregation on public busses

# Open Dialogue

- Set meeting norms
  - Start with a sample list
  - Refine sample list and reach agreement with group
- Listen and Hear
- Be non-judgmental
- Be transparent – avoid hidden agenda
- Calling-In culture
- Always assume good intentions



# Campus Climate

- Difficult to assess during the COVID-19 crisis

As a faculty leader strive to exercise...

- Patience
- Compassion
- Forgiveness
- Open-mindedness

Self Examination from personal to institutional...

- Bias
- Sweeping conclusions

## Moving forward...

- Identify a process or practice that is not equitable, or is racist.
- Make a plan to change that process or practice.
- There may be risk.
- It might not be easy.
- It might not be immediate.
- Persevere.

# Building a Culturally Responsive Online Learning Community

CCCCIO Region 3 Representative, Dr. Stacy Thompson,  
CCCCO Vice Chancellor, Dr. Aisha Lowe  
ASCCC President, Dolores Davison

# Literature Review on Disproportionate Impact in Distance Education

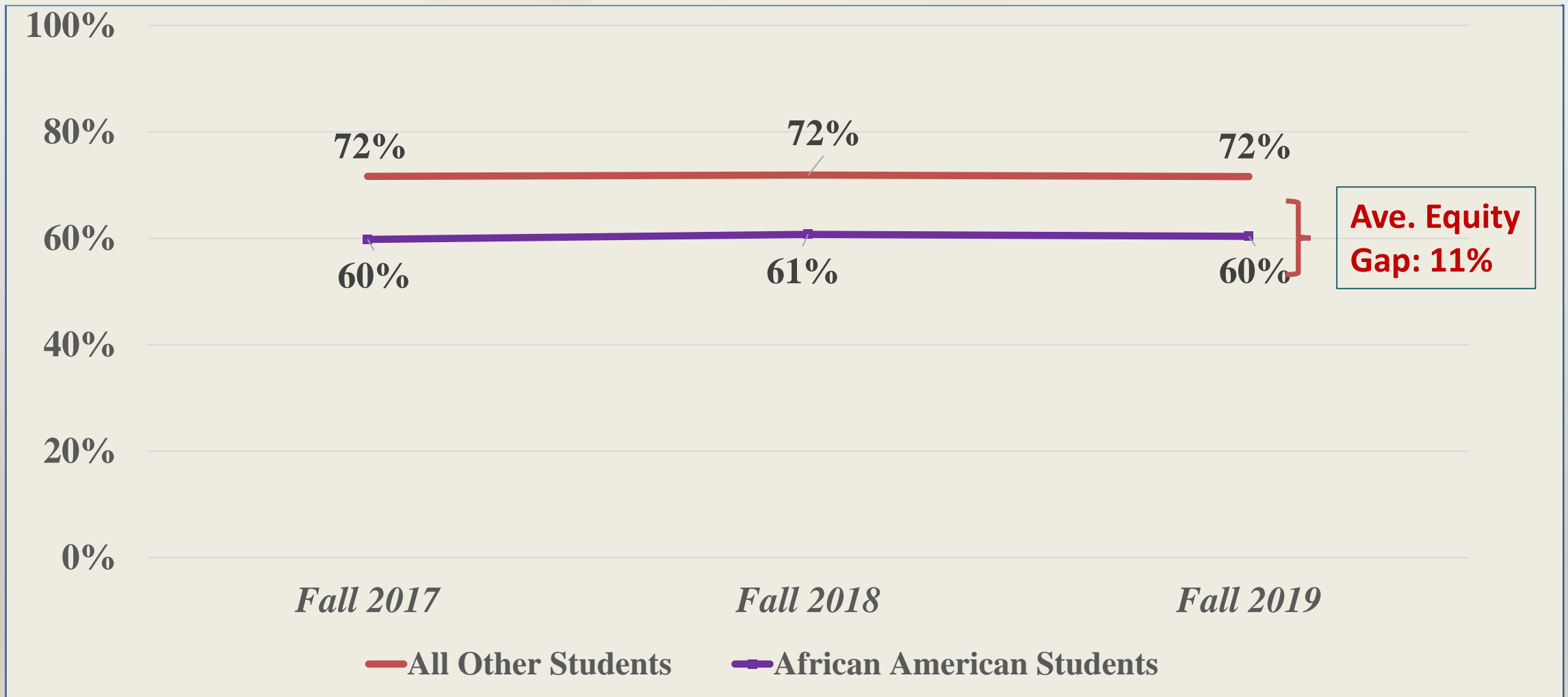
- The digital divide between high technology access and usage rates among White and Asian students on one side, and much lower rates among African American and Latino students on the other, has been well documented (Azzam, 2006), though this gap has closed dramatically in recent years (Jones, Johnson-Yale, Millermaier, & Perez, 2009)

Kaupp, R., 2012

- Males, younger students, Black students, and students with lower prior GPAs had wider online performance gaps than their peers. Moreover, when student subgroups differed in terms of their face-to-face course outcomes (e.g., White students outperformed ethnic minority students), these differences tended to be exacerbated in online courses.

Xu, D., & Jaggars, S.S., 2014

# Statewide Equity Gaps in Overall Course Success Rates\* for African American Students versus All Other Students

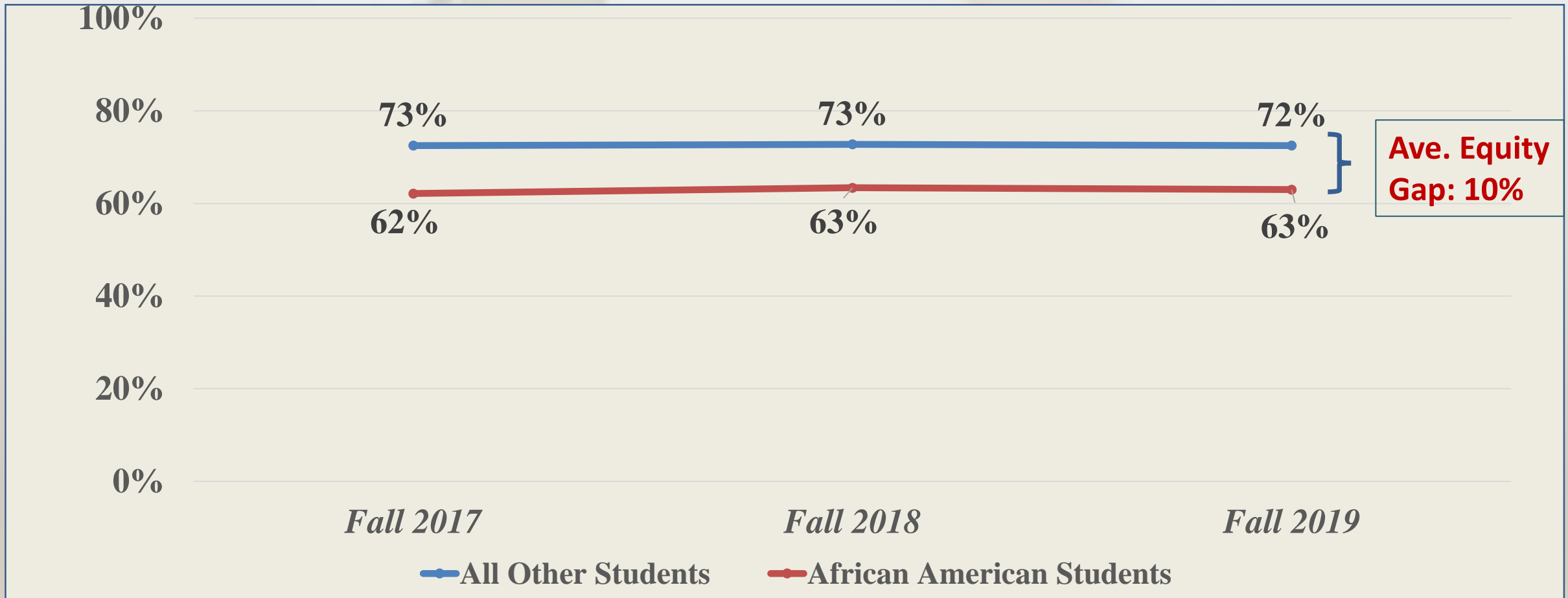


\*"Overall Course Success Rates" include credit courses only

\*\*Data Source: California Community Colleges MIS Data Mart

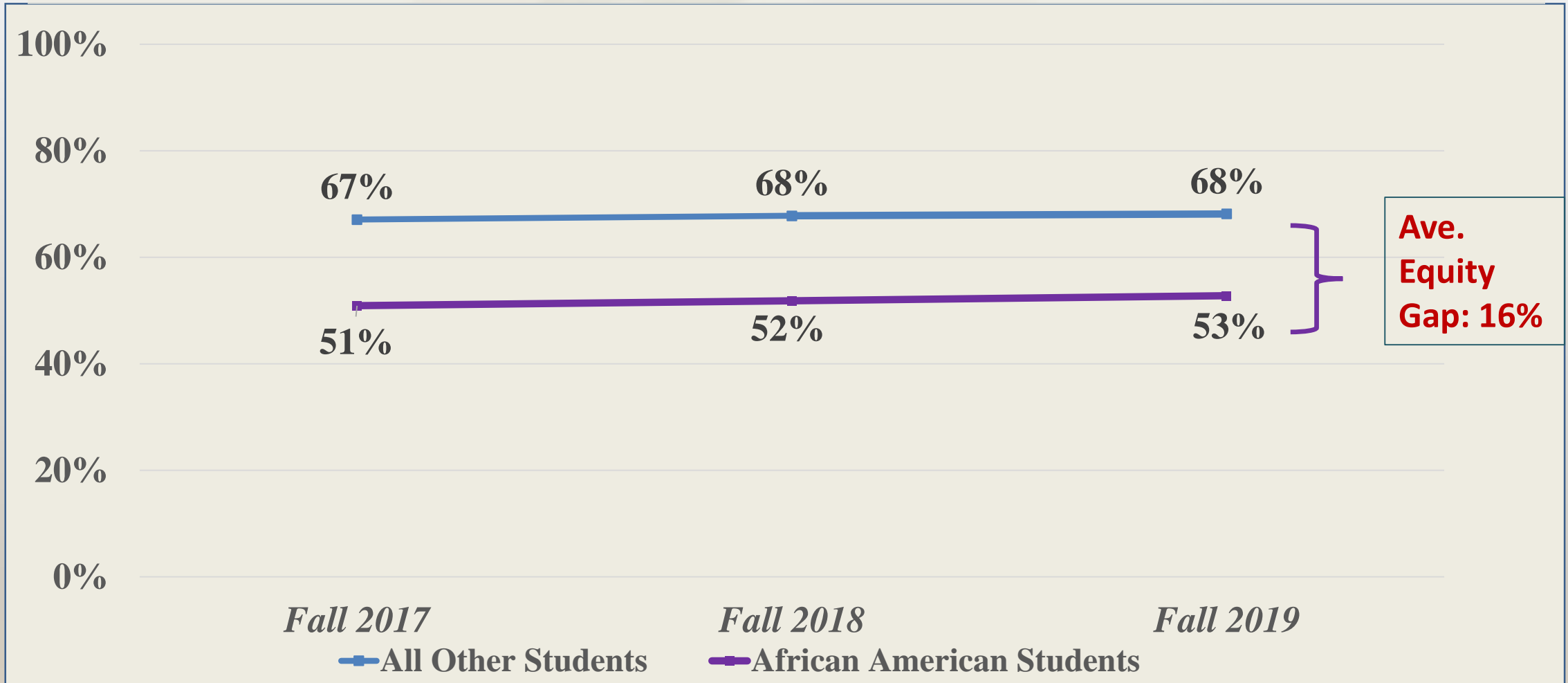


# Statewide Equity Gaps in Face-to-Face Course Success Rates for African American Students versus All Other Students



\* Data Source: California Community Colleges MIS Data Mart

# Statewide Equity Gaps in Distance Education Course Success Rates for African American Students versus All Other Students



\* Data Source: California Community Colleges MIS Data Mart



# What are the main challenges that students, especially underrepresented students, face?

- Access to technology, including WiFi, devices, software
- Understanding the course/course structure/digital literacy
- Commitments outside of class
- Lack of interaction/personal element leads to challenges in building relationships



# What can faculty do to engage students, especially students of color, in online learning?

- Decolonize the language in curriculum
- Make materials accessible and low/no-cost
- Include cultural experiences and student life into curriculum
- Be cognizant of the challenges that students face/are facing
- Reach out and communicate/be present with regular contact
- Be aware of implicit bias
- Identify, describe and dismantle structural barriers (racial, socio-economic)
- Humanize materials and instruction

# A Classroom Culture of Care is Essential

## Resources

- Center for Urban Education: [cue.usc.edu](http://cue.usc.edu)
- Center for Organizational Responsibility and Advancement: [coralearning.org](http://coralearning.org)
- Umoja “Facilitating Necessary Spaces Toolkit: [PDF link](#)
- National Equity Project: [nationalequityproject.org](http://nationalequityproject.org)
- Equity Scholars:
  - Dr. J. Luke Wood and Dr. Frank Harris, San Diego State University
  - Dr. Pedro Noguera, UCLA Graduate School of Education & Information Studies
  - Dr. Shaun Harper, USC Race and Equity Center
  - Dr. Tyrone Howard, UCLA Black Male Institute
  - Dr. Bryan Brown, Stanford University School of Education

# Systemwide Review of Police and First Responder Training and Curriculum

Sheneui Weber, Vice Chancellor, CCCC Workforce and Economic Development Division  
Dr. Jane Saldaña-Talley, Santa Rosa Junior College VP, Academic Affairs  
Cheryl Aschenbach, ASCCC Secretary

# Call to Action #1 - Review of law enforcement officers and first responder training and curriculum

- CCC's train the majority of law enforcement officers, firefighters and EMTs in California
- Requires a system wide approach
- Partners: ASCCC, faculty, CTE deans, workforce education practitioners, local communities, key stakeholders such as Commission on Peace Officer Standards and Training (POST)
- We have an opportunity to lead the nation and transform our communities by training our law enforcement officers and first responder workforce in:
  - Unconscious/implicit bias
  - De-escalation training with cultural sensitivity
  - Community-oriented/de-militarized approaches

# Call to Action #1 - Review of law enforcement officers and first responder training and curriculum

## Opportunities:

- System wide approach to partnership with POST
- Education's role in influencing and change agents
- Standardized core curriculum for basic police academies across programs
- Review of Administration of Justice ADT, creating interdisciplinary programs
- Requiring specialized training for all peace officers assigned to work on community college campuses

# Considerations

- Who is teaching our public safety and first responder courses?
- How are these instructors engaged with the college outside of instructional time?
- What is needed to engage these instructors with professional development, institutional dialog, and institutional expectations?
- In what ways are these instructors engaged with curriculum development aside from adopting POST, EMT, Fire or other state/national template curriculum?
- How can we engage these instructors in reviewing and revising curriculum to incorporate anti-racist practices and theories?
- What preparation is needed for curricular review, how inclusive can we be of all instructors, and what support can we offer during the effort?
- What accountability can be established to ensure curriculum and instruction in public safety is anti-racist, culturally responsive, and respectful of the lives of Blacks and other people of color?

# Next Steps

- Listen/learn
  - Curriculum/Regulatory agencies
  - Students – Who are they? Success rates? Employment outcomes?
  - Faculty – Who are they? How are they hired/oriented/evaluated?
- Connect/engage with directors, advisory committees, local agencies
- Review local curriculum processes and prepare to be responsive

# Moderated Discussion

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# Next Steps

**Dr. Jennifer Vega La Serna, President Elect**

**Dr. Don Miller, Vice President**

