

CIOs in Action: Leading Diversity, Equity, and Inclusion in Support of Student Success

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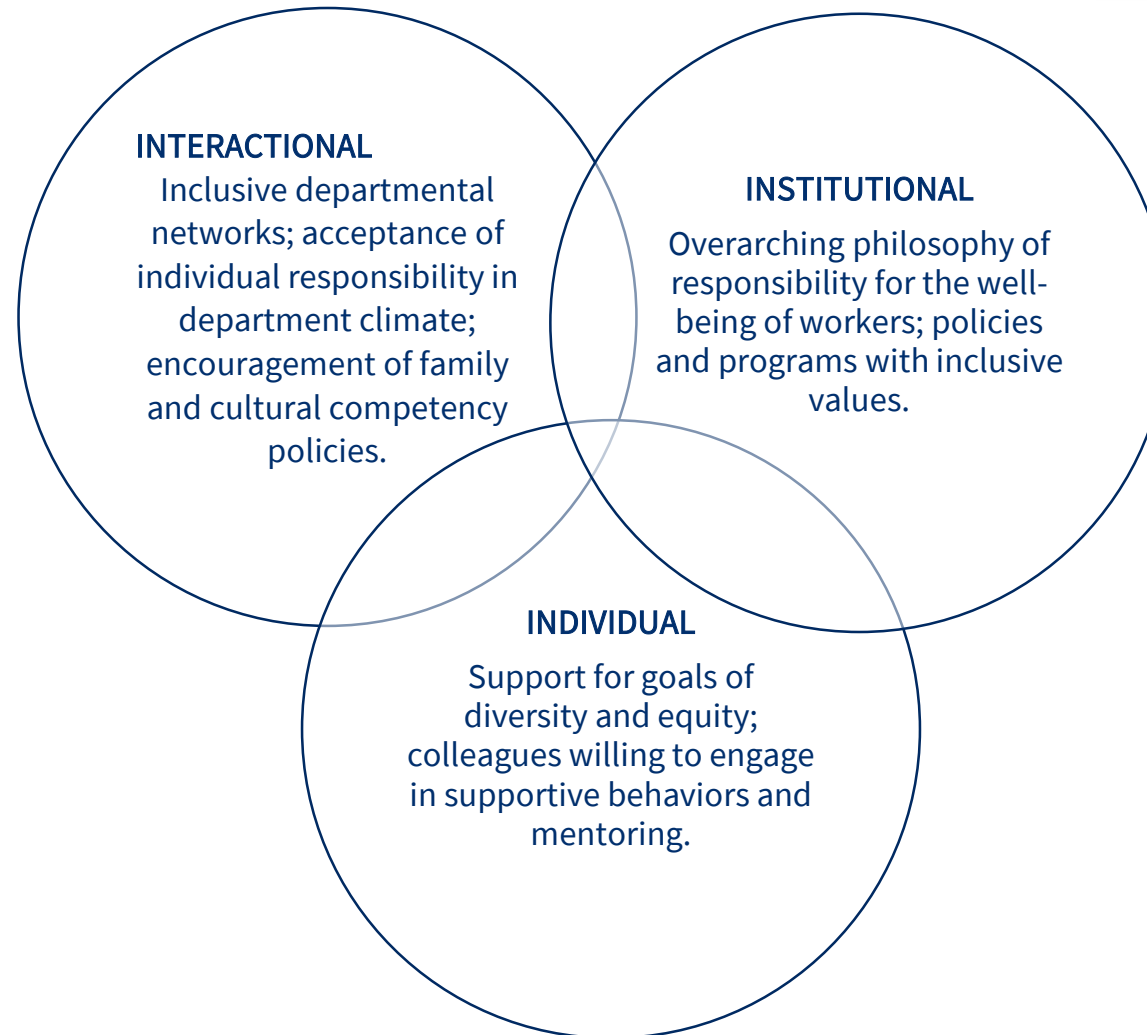


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Transforming a Culture

Empowerment

Compliance



Celebrating your Leadership. Thank you!

Structural/Internal

1. Adopt DEI as a priority in their organizations annual goals.
2. Integrate DEI into their organizational structures (e.g. committee, subcommittee, etc.).
3. Make this topic a priority at their annual conference and professional development offered to their members.
4. Collaborate with system partners (within the Workgroup and outside of the Workgroup) to implement the DEI recommendations.

Statewide Support

- ✓ Convened the Statewide DEI Implementation Workgroup (March 2020)
- ✓ Launched a review of the CCC Registry (June 2020)
- ✓ Launched Call to Action (June 2020)
- ✓ Updated Title 5 regulations to embody the DEI Statement (July 2020)
- ✓ Legal Opinion on including students in hiring processes (September 2020)
- ✓ System-wide Glossary
- ✓ Established DEI Awareness Month



The Priorities Ahead: CO perspective

1. Continue to support the consciousness raising of all CIO members as it relates to DEI and anti-racism.
2. Advance and normalize equitable hiring practices.
3. Continue to provide your members with timely professional development and mentorship.
4. Share your lessons and best practices with colleagues and the system at a 2021 Chancellor's Office System webinar.

Reimagining Institutional Practices

- Similar to the institution of law enforcement, higher education has cracks in the foundation that can't be repaired by making equity and justice an “add on” – reject “a la carte” equity
- Our institutions were never built for students of color, and it is in our DNA to marginalize them when they get to us
- Justice needs to be central to our Districts – not on the periphery



Common Understanding and Definitions

- Establish a baseline of cultural competence and fluency
 - Typical Dualities
 - Racist and Antiracist
 - Inequity and Equity
 - Exclusion and Inclusion
- Provide rich opportunities for institutional reflection and dialogue
 - Establish board goals, policies, mission statements, values statements, and related college planning documents informed by an antiracist framework



Big Picture...

Goal 1: Implement equitable practices to ensure educators of color have opportunity and support in advancing.

Goal 2: Review standard policies and operational procedures using an antiracist rubric.



CCCCIO Taskforce

- Pilot DEI Committee
 - Committee lead
 - Seven committee members/strategy leads
 - Strategy leads convene a “strategy group” with key partners to implement assigned task
 - Tier 1 activities 6-12 months
 - Tier 2 activities 2+ years

CIO Strategy Leads

- David Williams, Solano College, Region 2
- Lorrie Ranck, De Anza College, Region 4
- Monica Chahal, Clovis Community College, Region 5
- Omar Torres, College of the Canyons, Region 6
- Christopher McDonald, Irvine Valley College, Region 8
- Carlos Lopez, Moreno Valley College, Region 9
- Christina Tafoya, Imperial Valley College, Region 10

Strategy 1: Diversify representation in search committees.



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Strategy 2: Host open houses for prospective candidates with panels of current faculty and deans.

Strategy 3: Use data to understand present and future local workforce needs.

Strategy 4: Implement innovative hiring and outreach practices focused on diversity.



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Strategy 5: Encourage and facilitate dialogue between ASCCC, Administration, and HR to establish a diversity component in faculty evaluations.



Strategy 6: Review of exit practices and conduct exit interviews of faculty who leave.

Strategy 7: Develop a year-long academy for deans of color to promote CIO promotion.



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Opportunities for Leadership

1. **Join one of the strategy teams!** Be a change agent for transformative outcomes.
2. **Help us understand your local structures and opportunities.** How can we help you navigate and what are your wins?
3. **Stay committed and keep us accountable.** Expect regular DEI updates. See you at the next town hall!

