

**Equity and Diversity Committee Strategic Plan
Draft Proposal**

ASCCC STRATEGIC PLAN OBJECTIVES BEING MET BY THIS PROPOSAL

GOAL 2: ENGAGE AND EMPOWER DIVERSE GROUPS OF FACULTY AT ALL LEVELS OF STATE AND LOCAL LEADERSHIP

Objective 2.1: Increase leadership development opportunities for diverse faculty such that they are prepared to participate in and lead local and statewide conversations.

Objective 2.2. Increase the diversity of faculty representation, on committees of the ASCCC, including the Executive Committee, and other system consultation bodies to better reflect the diversity of California.

Objective 2.2.1: Provide cultural competency training and resources

Strategies	Actions	Responsible Party	Recommended Timeline
Ensuring CCC academic senates are culturally inclusive communities and provide culturally proficient leadership for their campus.”	<ul style="list-style-type: none"> ● Emphasis that the Cultural Proficiency Continuum has a developmental framework ● Provide a facilitated training to the Executive Committee at orientation or the first meeting of each new year. ● Include a facilitated training on the Faculty Leadership Program in a general session. ● Conduct a series of regional meetings on cultural competency and proficiency. ● Include breakouts at each ASCCC event on cultural competency. ● Facilitate “courageous conversations” locally at colleges --Flex days, local senate meetings, etc. 	Executive Committee and EDAC	2016 – 2017

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Build resources on cultural competency	<ul style="list-style-type: none">• Research literature in this area and make available on the ASCCC website.• Create a training handbook.• Create a survey that local senates could use to inform their faculty.	EDAC	June 2017
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<i>Objective 2.2.2: Increase Recruitment of Diverse Faculty Across the State</i>			
Expand recruitment activities	<ul style="list-style-type: none"> ● Create materials for recruiting diverse faculty and provide at each ASCCC event. ● Take a leadership role in the Chancellor’s Office “Grow our Own” endeavor. ● Create information 	Executive Committee and EDAC	Fall 2016
Create Resources	<ul style="list-style-type: none"> ● Develop a handbook for local senates to use in diversity training ● Create a module for the ASCCC Professional Development College. ● Create and effective recruitment strategies document for local senates. 	EDAC	Spring 2017