

**Academic Senate for California Community Colleges
Equity & Diversity Action Committee
19-20 Action Plan
DRAFT**

ASCCC STRATEGIC PLAN GOAL # 2: Engage and empower diverse groups of faculty at all levels of the state and local leadership

Objective 2.1: Develop actionable tools for colleges to engage in dialogue to create systemic change.

Strategies (from the ASCCC Plan, Committee Priorities and other resources)	Actions	Responsible Party	Recommended Timeline/Notes
Implicit bias training and anti-racism Module/webinar	(1) Technical assistance visits (2) Schedule training at Plenary & FLI	Mayra to coordinate with Relations with local Senates Mayra/Cheryl	System barriers Cultural transformation Benefits of multiple world view and lived experiences Social Capital- Ex. Applicants of color challenges with the application packet; Knowing how to read the job announcement Module for applicants to prepare to apply for a full time job
EDI/Anti-Racism Module/webinar	(1) Develop the module/s and/or webinars (2) Post in PDC (3) Advertise the module	Committee members Mayra Mayra with Office staff	Greater emphasis inclusion Recruitment and retention strategies for disengaged faculty (engagement strategies) Address impostor syndrome 1 st Year experience and tenure process Equity tools CUE Equity conversation tools Addresses S17 Resolution 3.02 Support for Marginalized Students (LGBTQIA+ students, students

			belonging to targeted religious groups, undocumented immigrant students, Deferred Action for Childhood Arrivals (DACA) students, ethnic and racial groups)
2 nd Mini Qual Collaborate with the S&P and Ed. Pol to improve	Research best practice language	Mayra to reach out to S&P & Ed.Pol to discuss the request	
Objective 2.2: Increase faculty leadership and involvement in Student Equity & Achievement Plan development and implementation			
Strategies (from the ASCCC Plan, Committee Priorities and other resources)	Actions	Responsible Party	Recommended Timeline/Notes
Research how faculty at different colleges are involved in equity	Hold a general session at Plenary to gather information OR Survey Academic Senate presidents	Chairs & Committee members	If survey, work with E.D.
Compile and publish best practices for involvement	Rostrum article	Jessica (Lead) with members	
Celebrate successful collaborations to support equity and student achievement	Develop an announcement and criteria Showcase at Spring Plenary	Chairs and committee members with E.D.	Who was involved in the planning and in implementation? What was the process, criteria for involvement?
Student services and instruction integration	Research the intersection Present a workshop and write a rostrum article related to facilitating dialogue between departments and student services	Committee members	Learning communities integration
Equity assessment of the implementation of AB 705	Develop a rubric	Committee members	