

Transforming Campus Culture

1) One or two CAMPUS CULTURE changes. 2) ONE ACTION you will do.

MRS. BEAN MAR 19, 2021 09:16PM

Describe 1-2 CAMPUS CULTURE CHANGES that have happened at your college.

Palomar College

Creation of numerous DEI teams and groups for employees to work to effect change.

Employee sections of African American history courses.

Campus book club: How To Be an Antiracist

Regular Town Halls with speakers to examine historic racism and its impact

We have helped elect new senate leaders the we've elected BIPOC senate leaders the past 2 3 years

We now honor the indigenous peoples who steward the land our college is on.

Open dialogue about equity.

Creation of Ethnic Studies courses

We agreed to a campus book read: Caste

Land Acknowledgement Statement

I'm proud to note that Grossmont College has infused DEI in the standard questions for Curriculum Committee! Yeah to our amazing chair-Dee Aceves

New Academic Senate Equity Committee

New Cross Cultural Studies Dept

Equity Resolution approved by our Board

Resolution and more

Anti-Hate and Anti-Racism resolution to begin conversations and actions, creation of Diversity and Equity Committee and changes to AP for hiring practices.

Discussing what our Academic Senate can do to enact the call to action by the statewide *STUDENT* senate.

Intimate professional development

Giving white people small spaces to explore their white fragility

Town hall, intentional workshops and trainings, resolution, engage all voices

Guest speakers and professional development around anti-racism.

Mascot

We eradicated our racist mascot.

Rewrote by laws, reorganized website, reorganized agenda to make sure we are creating seats at the table for all. District wide conversations on race. District wide conversations on equity in hiring. Reorganizing all district wide committee to include equity and diversity in their descriptions.

We created a committee for Diversity Equity and Cultural Competency

We had a critical mass participate in Crossroads Anti-Racism training

Social Justice Center

We are working as a campus to bring back the Social Justice Center that was lost several years ago when the space was repurposed. This new space is being planned entirely by our student leaders.

We have created several campus-wide initiatives including discussion groups, book club, antiracism re resolutions

and much much more.

Centering examinations of college processes and policies around Diversity, Equity, and Inclusion.

We are crafting a diversity, equity and inclusion resolution and paid for webinar enrollment at USC's Institute with Luke Wood

We have grown our Choir, those who know what need to be done and are willing to do it intentionally.

We have added an Equity officer to our AS Exec Committee

Resources

Increase of resources and events focused on Anti racism and equity inclusion.

DEI committee helping the campus understand terminology

Monthly townhalls & intentionally chosen books for the campus book club.

Removal of statues that negatively depict indigenous peoples.

Land acknowledgements take place now to recognize our indigenous land and peoples

We have appointed 4 faculty to lead us through a cultural curriculum audit.

Mission and vision

We modified our mission and vision statements to include a commitment to anti-racism and equity.

Establishment of a diversity and equity center

100s attending CORA trainings on unconscious bias and microaggressions- changing the conversation on campus

Town halls, common reads, local course on Equity 101 creating community of practice around equitizing curriculum

Kendi Book Club

Advanced Equity Teaching Academy (AETA)

A year- long professional development program that focuses on equity, culturally relevant pedagogy, examining student success data to develop plans to close disproportionate impacts. The program is supported by the district by offering faculty a step increase in pay for completion.

Black student union

We are creating (and funding!) a new Black student union to support our students and help create community

Skyline College Intercultural Center

Regular open dialogues on difficult topics around DEI.

New Black Student Success Counselor and Expanded BSS Center at Pasadena

Campus climate discussion groups

Faculty book club of "My Grandmother's Hands" by Resmaa Menakem

We started an Anti-Racist Work group tri chaired by Faculty, Classified, and Admin.

We have monthly Equity Audit Dialogues addressing Anti-Racism and DEI. We also now have a Cultural Curriculum Audits

Regular land acknowledgment at beginning of faculty senate meetings. First person of color senate president in 65 year history of the college.

Updated EEO training

commitment to educational equity resolution which includes social justice, ethnic studies and anti-racism

Create a safe place for faculty, staff and students to express self.

Change description of college and the community in our job announcements to highlight our commitment to diversity.

We got new faculty leadership. It's been hard, but getting rid of some prominent voices has been important

virtual seminars through the President's office bringing people from across the campus to talk about various anti-racism articles + videos

Senate Equity resolution passed November with cross constituency input; 10+ committees are revising their charge with equity at the center as a result

Skyline College Equity Scholars

Study group for mentors, ongoing mentoring with peers.

DEI lens on all senate committees

Interdisciplinary Collaboration in Learning and Development

Colleagues are working together to learn and grow.

New Equity Council which I believe will actually enact some change finally.

Calls to Consciousness

Series of critical development and sharing events to discuss racism and oppression.

Professional Learning webinars on Navigating invisible Racism

Napa Valley College

Created an Instructional Design Institute to provide 4 week long Culturally Responsive Pedagogy Workshops

New Academic Senate President is a Black Woman at Pasadena. Inaugural CDEIO atPCC!

ES!

Empowering ES faculty!

Greater focus on DEI - reenergizing equity committee and college wide dialogue about the work of this committee

Adopted Anti-Racism Guiding Principles and are in process of implementing an Anti-Racism Action Plan

Widespread equity trainings (CORA and others), adding land acknowledgements as standard part of meetings.

Added an equity subcommittee to our Curriculum Committee. Adopted changes to our Program Review processes to emphasize equity.

Cultural Curriculum Audit

Began a program to review our courses under the lens of equity and cultural affirmation.

Starting the discussions on Ethnic Studies.

ES

Formed ES Faculty Council

How to be an Anti Racist webinars, Black Community Ally Training

MiraCosta College

Adopted changes to our hiring manual to require diverse committee composition that reflects our college service areas. This one change has helped to reduce implicit bias in hiring and transformed the results of our last hiring cohort.

Black and Brown unity events between Ujima and Puente!

Commit to ONE ACTION you will do to change campus culture at your college.

Review, reconsider, and re-envision our hiring practices

Umoja is now district wide! Thereby increasing the size of the community students have.

Purposely seek out those who feel left out and ask how they would like to contribute.

Our Senate will be considering Action Plan for Transforming our college into an equity-driven system that will have recommendations on faculty hiring and mentoring, diversity on committees, curriculum change, students' basic needs, and coordinating college actions

Move from reporting and churning to meaningful actions that support all students

Maintain the conversations

have another campus-wide reading group of a anti-racist text in the fall

We will revise OER to include DEI

Continue to have these conversation across all levels of the institution

Involving my students in becoming a part of change

Bringing my authentic cultural self to all tables I sit at as AS President.

Work on retention

Develop intentional action plans to increase black student enrollment. Create a welcoming environment.

Create more specialized history courses to reflect the diversity of our student body. Even if enrollments mean those courses can only be offered occasionally, simply having them named and described in the college catalog is a small contribution to shifting campus culture.

Continue to support the creation and sharing of cultural competency training for all faculty.

Encourage meaningful equity reflections newly required in our faculty contract.

Policy review and revision

I will push to review and revise our policies and procedures to create a more equitable and inclusive and anti-racist culture and system.

Listen to my students' and colleagues' stories and use them to inform my work.

Change our shared governance process to be more welcoming to ALL faculty and remove the systemic barriers to their entry.

Review our Senate documents to interrogate assumptions and disrupt the invisible ways we have institutionalized implicit bias

Develop a training for faculty evaluation teams that integrates DEI&A to support retention of BIPOC faculty
