

July 1, 2020 Resolutions *approved* by CCC's Academic Senate

Whereas, CCC's ASC recognizes our own complicity and complacency in systems which perpetuate, often unquestioned, cultural, *systemic*, and institutionalized racism,

Whereas, CCC's ASC recognizes *the diversity of its student body*, and celebrates our college as a Hispanic Serving Institution,

Whereas, the [African American Staff Association's Call to Action](#) includes multiple thoughtful and practical steps that each member of the CCC community can take to be a good ally in the struggle for racial justice which has energized the entire campus in a commitment to real change,

Whereas the [Contra Costa College's 2020-2025 strategic plan](#) reflects a campus-wide commitment to diversity and inclusion demonstrated in multiple sections, namely; **Vision statement** - Contra Costa College strives to provide a high-quality education that transforms student lives in an atmosphere that celebrates academic achievement, diversity, community, and innovation, **Values** - growth, inclusion, freedom and integrity, **Goal 1.4** - Increase faculty, staff, and student morale, and build a strong sense of community cohesion so that the CCC community works well together, **Goal 1.5** - Provide a campus that furthers and celebrates learning and the rich culture of our community, **Goal 3.4** - Respond equitably to the unique needs of our diverse students in order to provide the support they need to achieve their full academic and career potential. The CCC Academic Senate will take concrete steps in actualizing these values in the work of the college

Whereas, The CCC Academic Senate commits to "ENGAGE AND EMPOWER DIVERSE* GROUPS OF FACULTY AT ALL LEVELS OF STATE AND LOCAL LEADERSHIP." as reflected in the [ASCCC's 2018-2023 strategic plan](#) (GOAL 2),

Whereas, [Chancellor Ortiz Oakley's Call to Action](#) includes three areas which fall within the [10+1 of Academic Senate purview](#) and CCC's Academic Senate will respond to this call for systemic reforms that enhance racial justice. Specifically; **goal 1** – "A System wide review of law enforcement officers and first responder training and curriculum" relates to the 10+1 #1 Curriculum, including establishing prerequisites and #2 Degree & Certificate Requirements; **goal 3** – "Campuses must audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum" relates to the 10+1 #1 Curriculum, including establishing prerequisites, #4 Educational Program Development, #5 Standards & Policies regarding Student Preparation and Success, and #8 Policies for faculty professional development activities, and **goal 5** – "District Boards review and update your Equity plans with urgency" relates to the 10+1 #5 Standards & Policies regarding Student Preparation and Success, #8 Policies for faculty professional development activities, #9 Processes for program review, and #10 Processes for institutional planning and budget development,

Therefore be it resolved that

Immediate action

1. The Academic Senate Council of Contra Costa Community College (CCC's ASC) will advocate for college-wide recognition, inclusion and celebration of CCC being a Hispanic Serving Institution, for example in the mission statement, vision statement, values statement, and planning documents
2. CCC's ASC will review CCC's SEAP plan and outcomes, and suggest immediate modifications to the work that target inequities in distance education (call to action Chancellor Oakley's action #4)
3. CCC's ASC encourages faculty involvement in professional development activities coordinated campus-wide by the Social Justice Leadership Institute.
4. CCC's ASC will work to agendize creation of a phased plan to implement antiracist actions, initiatives and policies at all participatory governance committees

Hiring processes

5. CCC's ASC will review our process for making faculty appointments to hiring committees (both managerial and faculty) and the outcomes of that appointment process, and make adjustments as necessary to advance principles of inclusion and equity in the composition of hiring committees
6. CCC's ASC will collaborate with the college VP to update the college hiring training with specific attention to equity, bias, and transparency of hiring steps, the equivalency process, and development of supplemental and interview questions that focus upon the 2nd min qualification (California Education Code §87360, "criteria that include a sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students")
7. CCC's ASC will review and implement ways to recruit faculty that diversifies hiring committees when appointing faculty for managerial and faculty hiring committees (AASA call to action #19)
8. CCC's ASC will advance discussion via the FSCC and other constituent senates district-wide to change the district-controlled aspects of hiring which are impeding efforts to reduce disproportionate impacts on particular populations of candidates

Professional Development

9. CCC's ASC recommends that the Professional Development (PD) committee work with the Student Success committee to set themes for professional development each year, and then plan events such as a speaker series and themed FLEX activities to accomplish intentional PD each year that is based on participatory governance input
10. CCC's ASC will advocate for development of policies for PD activities that intentionally focus on effective teaching practices at Minority Serving Institutions, culturally responsive teaching pedagogy, culturally relevant/anti-racism curriculum, and faculty-student interactions and engagement in on campus, hybrid, and online teaching
11. CCC's ASC suggests PD themes, speaker series, campus book readings and community of practices focused on effective teaching practices at Minority Serving Institutions, culturally responsive teaching pedagogy, anti-racism/culturally relevant curriculum, faculty-student interactions and engagement in on campus, hybrid, and online teaching
12. CCC's ASC will work with committees such as PD, SLO/ALO and Student Success, to identify and advocate for ongoing professional development and resources for faculty, staff and administrators that address topics of racial and social justice.

Program review and resourcing

13. CCC's ASC advocates for the fair distribution of Equity funds received by the District according to how many identified disadvantaged students a campus may have. For example, this means that CCC, which serves a large population of African-American and Latinx students, will receive more Equity funding.
14. CCC's ASC values analysis of student feedback on campus and classroom climate, and advocates for its inclusion in program reviews
15. CCC's ASC advocates for departmental accountability to the College Equity Plan in the program review process and support the creation of action plans that provide appropriate resources needed to collect data and make modifications needed as a result from analysis of that data such as the enhancement to inclusive classroom and anti-racism curriculum
16. CCC's ASC recommends adding a section in program reviews that allows a department to record what they have accomplished and what their needs are regarding actively supporting racial and social justice (AASA call to action #8 and #17)

17. CCC's ASC will advocate that faculty evaluations incorporate a focus on racial equity goals, action steps, outcomes and collection of student retention and success data per courses
18. CCC's ASC supports the work already started by the GP Pathways Programs and Pedagogy workgroup to advocate for inclusion of culturally responsive pedagogy and a supportive climate in every CCC classroom (Chancellor's call to action #3)

Curriculum

19. CCC's ASC recommends departmental evaluation of curriculum and supports the development of new curriculum that is reflective of diverse perspectives and representative of the community we serve.
20. CCC's ASC will require that curriculum content review include an analysis and response to racial equity goals, action steps, outcomes and collection of disaggregated student retention and success data
21. CCC's CIC will develop policies to ensure the content review process addresses culturally responsive and supportive curriculum in every CCC course, with initial attention on the ADJUS program and coursework (Chancellor's call to action #1)
22. CCC's ASC recommends adding a section in curriculum content reviews that allow a department to record what they have accomplished and what their needs are regarding actively supporting racial and social justice (AASA call to action #8 and #17)
23. CCC's ASC advocates for adding of an Ethnic Studies requirement with a focus on racial justice for all Associate Degrees, including local, district, and statewide degrees (AASA call to action #33)

Passed unanimously by CCC's Academic Senate Council on July 1, 2020