

Introduction

Academic Senate Presidents,

As part of the ASCCC Commitment to Diversity, Equity and Inclusion (DEI) and Anti-Racism, we ask you to fill out this survey on your college and or senate's work centered on DEI. These questions were designed to align with the CCCCO Vision for Success Diversity, Equity and Inclusion Task Force Report, Chancellors Oakley's Call to Action, and the Special Message from Past ASCCC President John Stankas.

The ASCCC understands that DEI and Anti-Racism work is systemic work and takes time, we don't expect your college to have completed all the areas of this survey. The intent of the survey is to see what progress had been made in our system. Since DEI questions cannot be answered just with a yes or no we ask that you take the time to share with us your progress and barriers in the text boxes. Share with us what is being implemented at your college, barriers you have faced or are now facing, and how the ASCCC can support your DEI and Anti-Racism goals. We know this will take a few more minutes but the DEI work we do at our colleges is essential to changing structures, systems and supporting our faculty and students. In filling out the survey bring in your college equity champions and the voices of your Black, Indigenous and People of Color (BIPOC) faculty on your campus.

Bring your team to an introductory webinar on the survey on February 8, February 9, or February 11.

- [Register for February 8, 2021 | 3:00 pm – 4:00 pm](#)
- [Register for February 9, 2021 | 9:00 am – 10:00 am](#)
- [Register for February 11, 2021 | 12:00 pm – 1:00 pm](#)

The ASCCC will also be hosting open webinars for groups to facilitate completing the survey. Bring your team and work with ASCCC Executive Committee members and fellow senate leaders to complete this important survey.

- [Register for February 16, 2021 | 9:00 am – 10:00 am](#)
- [Register for February 24, 2021 | 2:00 pm – 3:00 pm](#)
- [Register for March 10, 2021 | 3:00 pm – 4:00 pm](#)

Please complete the survey by March 22, 2021.

Thank you for your participation,

ASCCC Executive Committee

* 1. Please provide your college's information.

College:

Area

Please rate your college's progress on these DEI priorities.

2. Has your college and/or local senate agendized or sponsored open dialogue about DEI and campus climate?

- Accomplished
- In progress
- Not started yet

Please describe facilitation strategies and successes?

3. Has your college and/or local senate created a shared understanding of the terms and purpose of Diversity, Equity, Inclusion and anti-racism?

- Accomplished
- In progress
- Not started yet

If so how?

4. Has your college and/or local senate created a plan to address campus climate concerns (such as racist behavior, microaggressions) and created an inclusive and safe college environment?

- Accomplished
- In progress
- Not started yet

Please share any specific strategies?

5. Has your college and/or local senate focused discussions on addressing anti-racism, equity-focused and culturally relevant curriculum re-design?

- Accomplished
- In progress
- Not started yet

Please share what your college/senate has done?

6. Has your college and/or local senate included students in your DEI work?

- Accomplished
- In progress
- Not started yet

Share some of the ways your college has included students, including students not involved in ASG leadership?

7. If your college has a first responder/law enforcement program, has there been a review of training and curriculum as described in Chancellor Oakley's [Call To Action](#)?

- Accomplished
- In progress
- Not started yet

If so what were the results?

8. Has your college and/or local senate reviewed its processes for appointing faculty to committees and hiring search groups to increase the racial diversity of those committees?

- Accomplished
- In progress
- Not started yet

What was the result?

9. Has your college and/or local senate evaluated hiring processes to increase faculty racial diversity?

- Accomplished
- In progress
- Not started yet

If so what has been found and what changes are being recommended/implemented?

10. Has your college and/or local senate reviewed its processes for appointing faculty to committees and hiring search groups to increase the racial diversity and perspectives of those committees?

- Accomplished
- In progress
- Not started yet

What steps have been taken and what was the result?

11. Has your college and/or local senate discussed making a recommendation to the bargaining unit and or administration to revise faculty evaluation criteria that supports serving diverse and racially-minoritized student population and applying a culturally responsive and racial equity lens?

- Accomplished
- In progress
- Not started yet

If so what were the results?

12. Has your college and/or local senate engaged in conversations about addressing racial bias, stereotyping, and discrimination at your college?

- Accomplished
- In progress
- Not started yet

If so how and what was the result?

13. Has your college and/or local senate promoted professional development in the areas of DEI (for example, antiracism and decolonization in instruction and student services)?

- Accomplished
- In progress
- Not started yet

If so what types of professional development activities have been offered and what feedback has been received?

14. Has your college and/or local senate approved an actionable statement or resolution regarding DEI and Ani-Racism?

- Accomplished
- In progress
- Not started yet

What has been the action taken in response to the statement/resolution?

15. Has your college and/or local senate included a DEI and Anti-Racism focus in your program review processes?

- Accomplished
- In progress
- Not started yet

If so how?

16. Has your college and/or local senate broadly shared and discussed disaggregated student equity data?

- Accomplished
- In progress
- Not started yet

If so how and what was the result. What changes are reflected in the review of the equity data (longitudinal review of at least 3 years)?

ASCCC DEI Survey

17. Click any activities that your college has been involved in focused on DEI work (Click all that apply).

- Mentoring
- Curriculum Audit/Review
- Town Halls
- Healing Circles
- Webinars
- External Speakers
- Land Acknowledgements
- Resolutions
- Student Panels
- Forums
- Policy, Processes and Procedures Revision
- Learning Circles
- Reading Circles/Book Clubs
- Student Town Halls (by racial group or other diversity category)
- Other (please specify):

18. Share a success story about the DEI and Anti-Racism work at your college thus far?

19. What have been the barriers at your college engage in meaningful DEI and Ant-Racism work?

20. What kinds of Professional Development/Policy support would you like to see from the ASCCC around DEI and Anti-Racism?

ASCCC DEI Survey

Thank you!

Thank you for taking the time to take this survey and engaging your community in a discussion of DEI. The ASCCC will share the information from this survey out to the field in through a Report, Rostrums articles, Breakout sessions and other ASCCC sponsored events.

ASCCC Executive Committee

ASCCC DEI Survey

Optional questions:

The ASCCC aims to intentionally support the increase of development opportunities for diverse faculty, as called for in the ASCCC Strategic Plan 2018-2023 Goal 2 Objective 2.1. In order to design and lead professional development opportunities for diverse faculty, it is essential to begin gathering data to identify and meet the needs of the diverse faculty in our community college system. We ask that you please consider answering the following optional questions to help us identify the needs of our diverse faculty. Please know that we value your voice and confidentiality, and this information will be secure and not shared or published without permission.

21. With which racial/ethnic group(s) do you identify? (check all that apply)

- African American/Black
- American Indian/Alaskan Native
- Asian/Asian American
- Caucasian/White
- Latino/a/x/Chicano/a/x
- Middle Eastern
- Native American/First Nations/ American Indian/Alaskan Native
- Pacific Islander
- Decline to state
- Other (please specify):

22. What is your sexual orientation? (check all that apply)

- Asexual
- Bisexual, pansexual or fluid
- Gay or lesbian
- Heterosexual or straight
- Queer
- Decline to state
- Other (please specify):

23. What is your current gender identity? (check all that apply)

* (Cisgender is defined as a person whose gender identity aligns with their sex assigned at birth)

** (Gender non-conforming is defined as a person whose behavior or appearance does not conform to traditional gender expectations)

** (Non-binary is defined as a person whose gender identity is not exclusively male or female)

*** (Transgender is defined as a person whose gender identity and/or expression is different from their sex assigned at birth)

*Cisgender man

*Cisgender woman

**Gender non-conforming

**Genderqueer/non-binary

***Trans man

***Trans woman

Decline to state

Other (please specify):