July 1 Resolutions: Passed unanimously by CCC's Academic Senate Council on July 1, 2020	Progress as of May 2021	Next action step
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	Chancellor's vision for social justice is on all job postings. SOME CCC job postings have the following "Contra Costa College serves about 10,000 students, credit and non-credit, who pursue transfer preparation, career education and foundational skills. The College's student population reflects its surrounding diverse communities. Serving predominately African American and Latinx students, Contra Costa College is situated in a socioeconomically diverse, resilient and culturally vibrant community. As a proud Hispanic Serving Institution, we seek candidates who embrace our community, our student population, and our central work: strengthening West County by meeting our students where they are and helping them get to where they want to be. We seek a colleague who operates with a growth mindset, a strength-based approach centered on students, and an unflinching commitment to equity, especially concerning the elimination of barriers to college access, success, and completion. The ideal candidate will be eager to help construct and maintain a culture of continuous improvement in instructional effectiveness, student service, and leadership. " Some CCC job postings include proud description of HSI (review: Econ Workforce, ACCE, ESL, Biology,	a. Review current M/V/V statements in 2020-25 strategic plan. Create and pass a resolution to change mission, vision, values statements; bring forward to college council. b. Planning committee liaison to influence planning documents c. ASC to recommend a job posting policy? [College Council, Planning Committee, CCC EEO]
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)	ASC 'assigned' SEAP plan to review at Jan 19 meeting. Heard SEAP budget at March 4 meeting (settled in CC March meeting)	Understand how SEAP plan activities are planned/tracked/accounted for, perhaps in the new strategic plan tracking software (planning committee) or New PR/budgeting structure? (IEPI2 goal 2). [President's Cabinet (IEPI2), Planning Committee]
3. CCC's ASC encourages faculty involvement in professional development activities coordinated campus-wide by the Social Justice Leadership Institute.	KK followed up with Dr Bell in more than one meeting to ask about engaging the consultant for faculty and classified programming.	Engage with PD and RSJ committees to promote engagement with this type of training, or with college president directly if it remains a presdient's initiative.
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	Racial Social Justice Committee agreed that Mayra Padilla and Katie Krolikowski will work to create a proposed plan for how to institutionalize this practice across campus committees.	Follow up with RSJ to ask for proposal. Promote and shepherd a plan like this through ASC engagement in PG processes.[RSJ, College Council, Classified Senate, ASU, Management Council]
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	ASC appointment process started in F2019, reviewed process and faculty composition of committees at Jan 19, 2021 meeting. Updated with a rubric added in Jan 19, 2021 meeting. Used process through Spring 2021	Continue to review ASC office reports about makeup of faculty hiring participation. Engage with DEEOAC (or CCC EEO) to get similar reports from DO. Identify and enact ways to encourge more faculty to volunteer to be on hiring committees. Consider how to advance this initiative into faculty hiring committees, and engage with UF to promote those ideas. [CCCEEO, UF, DEEOAC]
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")	Special FLEX (2nd minimum qualification) in Sp2020 for faculty hiring new FT. Repeated as a Fall 2020 FLEX activity. KK and Dr Rogers deliver a training in Sp2021 faculty hiring new FT focusing on bias, as first step in revamping the CCC training. New 4CD diversity training unveiled in April 2021. 4CD HR has prepared a DRAFT 4CD Recruitment and Selection guide - discussed at DEEOAC in May.	Gabriela works with Dr Rogers to complete the re-vamped CCC faculty hiring training (and test?). Provide input to DEEOAC about hiring guide. Pass resolution with guidance about adoption of the recruitment and selection guide for FSCC and DGC action in Fall 2021. [VPI, DEEOAC, FSCC, DGC]
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)	ASC president has tried faculty-wide email, blog, personal notes to specific faculty to encourage participation. VPI Rogers sent out a note, and Dr Bell has made personal invitations.	Identify and enact ways to encourge more faculty to volunteer to be on hiring committees. Consider how to advance this initiative into faculty hiring committees. [COC?]
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	KK volunteered to be the FSCC rep to DEEOAC (2 year term) and has attended monthly meetings since October, 2020. KK also volunteered to be part of the UF hiring process committee, which has presented recommendations to Chancellor Reece, and the DEEEOAC.	Ask for DEEOAC/or CCC EEO committee reports at ASC and make formal statements of guidance, support or disagreement with steps being taken. [DEEOAC, CCC EEO]
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	Equity speaker series theme for 2021-22 set by a shared PD/SS group. Summer reading selected to tie spring to summer themes.	Invite PD/SS representatives to ASC meeting, report and discuss outcomes and advise on next steps. [Professional Development, Student Success]
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 learning		Investigaate and understand current PD pollicies, and create strategy for change.
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	Equity speaker series theme for 2021-22 set by a shared PD/SS group. Summer reading selected to tie spring to summer themes.	Encourage broad faculty attedance at series and in summer reading project. [Professional Development]
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.	SLO committee work, Brandy's presentation at May 5 meeting is start to this process. PD committee has planned theme for 2021-22 -	invite SLO, SS, and PD committee leaders to ASC meetings to share progress and hold discussions about ideas. [Professional Development, SLO/AUO, Student Success]
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.	SCFF presentation at budget committee by KK. Chancellor budget forums explain SCFF.	Is SCFF the opportunity to change district budget formulas? DGC is where district budget formula and procedures is set. CCC budget committee could make recommemdations to CCC college council. ASC could make a resolution, and encourage its adoption by CS and MC ... and advocate at FSCC and CSCC levels. [Budget committee, College Council, FSCC, DGC]
14. CCC's ASC values analysis of student feedback on campus and classroom climate, and advocates for its inclusion in program reviews	Review of PR template at october 19 meeting - will take up proposed changes section by section, not all at once. Review of validation guidance doc on Jan 19. PR process to remain the same for 2021-22. SS committee report by VP's that they will recommend PR outcomes to be set by SCFF/VFS/etc. goals	ASC liaison to PC to advance during creation of new PR process, be sure to insist upon inclusion of student feedback in changing PR process (a 10+1 activity which cannot change without AS agreement). [Planning Committee]
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	Review of SEAP budget at March 4 meeting. Review of PR template at october 19 meeting - will take up proposed changes section by section, not all at once. Approval of IEPI2 proposal at , which includes section B - "Fully integrating our planning and resource allocation process"	ASC liaison to PC to advance during creation of new PR process, be sure to insist upon equity action plans' inclusion in changing PR process (a 10+1 activity which cannot change without AS agreement). ASC President continues to engage with IEPI2 work to ensure that plan/resource. [Planning Committee, President's Cabinet]
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)	March 15, 2021 - discussion about WEPR, agree unable to make these changes this semester. April 19 initial discussion about using data, May 5 discussion about outcomes.	ASC liaison to PC to advance during creation of new PR process, be sure to insist upon inclusion of an RSJ accomplishment section in changing PR process (a 10+1 activity which cannot change without AS agreement). ASC President continues to engage with IEPI2 work to ensure that plan/resource. [Planning Committee]
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	Idea of including a report with disaggregated data to individual faculty, and addition of a section to self-evaluation that requires faculty to reflect on own practices and outcomes has been discussed at 2 UF meetings so far.	ASC president attend UF meetings and continue to promote this goal, report back to ASC. Engage/advocate further if needed. [UF]

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)	Two ASC senators (Leslie and Lorena) led the GP-PPP WG in 2020-21 to further the work, and set up ability to move to the 3rd and 4th pillars, which are more pegagogy-focused than the "define the path" pillar.	Check in with GP-PPP WG leaders about progress and ways ASC can support. **[engage with GP, GP-PPP]**
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.	CIC made a content review change as of Februrary 22, 2021 to include analysis of and reflection on the course (COR) using course equity rubric, to share accomplishments the course has contributed to in meeting RSJ goals, and to reflect on the challenges the course has met in this regard since the last content review	Monitor feedback from users to make process improvements. Analyze effectiveness of this system change on student success. **[engage with CIC]**
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	see #19	see #19
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)	see #19	see #19
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)	see #19	see #19
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)	ASC formed workgroup that met bi-weekly during Fall 2020 semester, decision to wait and see for local degree requiremet recommended at December 2020 ASC meeting. Presented work to FSCC in February, 2021 - CCC leadership and expertise highlihted. Endorsed 4CD Ethnic Studies Council letter May 5 2021 meeting … indicating support for Ethnic Studies faculty in leadership on the issue.	Instruct delegate to ASCCC plenary meetings (usually ASC President) to votes for these changes. Re-visit local degree requirement in a future semester, informed by state local degree requirments and CSU transfer requirement developments. **[ASCCC]**

For reference, here are the whereas statements that set up the resolutions

	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, Goal1.4 - 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,		