

June 25, 2020 Resolutions to be considered by CCC's Academic Senate

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

Whereas CCC's ASC recognizes, is inclusive of and celebrates our college as a Hispanic Serving Institution, (*Lorena*)

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, (*Katie*)

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 wishes to take concrete steps in actualizing these values in the work of the college (*katie*)

Whereas, The CCC Academic Senate admires the commitment to "ENGAGE AND EMPOWER DIVERSE* GROUPS OF FACULTY AT ALL LEVELS OF STATE AND LOCAL LEADERSHIP." (GOAL 2) in the [ASCCC's 2018-2023 strategic plan](#), and desires to pursue the same goal at the local level, (*katie*)

Whereas, [Chancellor Ortiz' Call to Action](#) includes three areas which fall within the [10+1 of Academic Senate purview](#) and CCC's Academic Senate wishes to 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 10+1 #1 Curriculum, including establishing prerequisites #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 10+1 #1 Curriculum, including establishing prerequisites, #4 Educational Program Development, #5 Standards & Policies regarding Student Preparation and Success, #8 Policies for faculty professional development activities, and goal 5 - District Boards review and update your Equity plans with urgency relates to 10+1 #5 Standards & Policies regarding Student Preparation and Success, #8 Policies for faculty professional development activities, #9 Processes for program review, #10 Processes for institutional planning and budget development, (*katie*)

Immediate action by ASC

1. Resolved: CCC 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 (*Lorena*)
 2. Resolved : 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 #4) (*katie*)
 3. Resolved : CCC's ASC supports faculty involvement in professional development activities coordinated campus-wide by the Social Justice Leadership Institute. (*katie*)
 4. Resolved: CCC's ASC will work to agendize creation of a phased plan to implement antiracist actions, initiatives and policies at all participatory governance committees (*randy*)

 5. Resolved: CCC ASC will review our process for making faculty appointments to hiring committees (both managerial and faculty) and the outcomes of that process, and make adjustments as necessary to advance principles of inclusion and equity in the composition of hiring committees. (*katie*)
 6. Resolved: CCC ASC will collaborate with the college VP to update hiring training with specific attention to equity 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") (*katie*)
 7. Resolved: CCC 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. Resolved : CCC 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 (*katie*)
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Professional Development

9. Resolved : CCC's ASC recommends that the 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 (*Katie*)

10. Resolved: CCC ASC will advocate for development of policies for Professional Development activities that intentionally focus on effective teaching practices at Hispanic Serving Institutions, culturally relevant teaching pedagogy, culturally relevant curriculum and faculty-student interactions and engagement (*Lorena*)
11. Resolved: CCC ASC suggests PD themes, speaker series, campus book readings and community of practices focused on effective teaching practices at Hispanic Serving Institutions, culturally relevant teaching pedagogy, anti-racism/culturally relevant curriculum, faculty-student interactions and engagement (*Lorena*)
12. Resolved: CCC ASC will identify and advocate for ongoing professional development and resources for faculty, staff and administrators that address topics of racial and social justice. (*Michell*)

Program review and resourcing

13. Resolved: CCC's ASC advocates for the fair distribution of Equity funds received by 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. (*andrew*)
14. Resolved: CCC ASC values analysis of student feedback on campus and classroom climate, and advocates for its inclusion in program reviews (*Lorena*)
15. Resolved: CCC ASC will advocate for departmental accountability to the College Equity Plan in the program review process, and support the creation of action plans that provide modifications as needed per data collected such as the enhancement of inclusive classrooms and anti-racism curriculum (*Lorena*)
16. Resolved: CCC ASC recommends adding a section in program 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) (*Brianne*)
17. Resolved: CCC 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 and departments (*Lorena*)
18. Resolved: CCC ASC will support the work already started by the GP Pathways Programs and Pedagogy workgroup to advocate for inclusion of culturally relevant pedagogy and a supportive climate in every CCC classroom (chancellor's call to action #3) (*katie*)

Curriculum

19. Resolved: CCC ASC will evaluate curriculum and support the development of new curriculum that is reflective of diverse perspectives and representative of the community. *(Michell)*
20. Resolved: CCC 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 *(lorena)*
21. Resolved: CCC's CIC will develop policies ensure the content review process addresses culturally relevant and supportive curriculum in every CCC course, with initial attention on the ADJUS program and coursework (call to action #1) *(katie)*
22. Resolved: CCC 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) *(Brienne)*
23. Resolved: CCC ASC will Advocate for adding of an Ethnic Studies requirement for Associate Degree *(Lorena)*