

## HISPANIC SERVING INSTITUTION

- 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?

## INEQUITIES IN HIGHER EDUCATION

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).

## SOCIAL JUSTICE

Engage with PD and RSJ committees to promote engagement with this type of training, or with college president directly if it remains a president's initiative.

## ANTI-RACIST WORK

Follow up with RSJ to ask for proposal. Promote and shepherd a plan like this through ASC engagement in PG processes.

## EQUITY IN HIRING – REPRESENTATION IN HIRING COMMITTEE

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 encourage 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.

## MODIFY HIRING TRAINING WITH A FOCUS ON EQUITY, ANTI-BIAS, AND TRANSPARENCY

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.

Identify and enact ways to encourage more faculty to volunteer to be on hiring committees. Consider how to advance this initiative into faculty hiring committees.

Ask for DEEOAC/or CCC EEO committee reports at ASC and make formal statements of guidance, support or disagreement with steps being taken.

## PROFESSIONAL DEVELOPMENT FOR STUDENT SUCCESS

Invite PD/SS representatives to ASC meeting, report and discuss outcomes and advise on next steps.

PD activities that intentionally focus on effective teaching practices at Minority Serving Institutions, culturally responsive teaching pedagogy, culturally relevant/anti-racism curriculum

Investigate and understand current PD policies, and create strategy for change.

Encourage broad faculty attendance at series and in summer reading project.

invite SLO, SS, and PD committee leaders to ASC meetings to share progress and hold discussions about ideas.

#### FAIR DISTRIBUTION OF EQUITY FUNDS

CCC budget committee could make recommendations to CCC college council. ASC could make a resolution, and encourage its adoption by CS and MC ... and advocate at FSCC and CSCC levels.

#### ANALYSIS OF STUDENT FEEDBACK

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).

#### DEPARTMENTAL ACCOUNTABILITY TO THE COLLEGE EQUITY PLAN IN THE PROGRAM REVIEW PROCESS

ASC liaison to PC to advance during creation of new PR process. ASC President continues to engage with IEPI2 work to ensure that plan/resource.

#### ADD A SECTION IN PROGRAM REVIEWS THAT ALLOWS A DEPARTMENT TO RECORD ACCOMPLISHMENTS IN RACIAL AND SOCIAL JUSTICE

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

#### ASC WILL ADVOCATE THAT FACULTY EVALUATIONS INCORPORATE RACIAL EQUITY GOALS, ACTION STEPS, OUTCOMES AND STUDENT RETENTION AND SUCCESS DATA PER COURSES

ASC President attend UF meetings and continue to promote this goal, report back to ASC.

#### CCC'S ASC SUPPORTS THE WORK ALREADY STARTED BY THE GP PATHWAYS

Check in with GP-PPP WG leaders about progress and ways ASC can support.

#### EVALUATION AND DEVELOPMENT OF CURRICULUM AND SUPPORTS REFLECTIVE OF DIVERSE PERSPECTIVES AND REPRESENTATIVE OF THE COMMUNITY WE SERVE.

Monitor feedback from users to make process improvements. Analyze effectiveness of this system change on student success.

#### 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

See previous item

#### 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

See previous item

#### CCC'S ASC ADVOCATES FOR ADDING ETHNIC STUDIES REQUIREMENT WITH A FOCUS ON RACIAL JUSTICE FOR ALL ASSOCIATE DEGREES, INCLUDING LOCAL, DISTRICT, AND STATEWIDE DEGREES

Delegate to ASCCC plenary meetings votes for these changes. Re-visit local degree requirement in a future semester, informed by state local degree requirements and CSU transfer requirement developments.

## **Fall 22 - Listening session for goal setting**

**Professional Development** – improve quality of offerings. Offer training for chairs. Offer training on Program Review.

**Issues related to excessive workload:** Need to hire and **retain** good faculty and classified to correct the serious understaffing we currently face. Study to what degree the workload affects our effectiveness as instructors.

Amount of paperwork continues to grow – teaching online more time consuming than in person  
– chair duties multiply but reassigned time is reduced

### **Student Success**

For the system and some faculty, "Student Success" is recruitment/enrollment, retention in school and each class, and passing classes. "Student Success" should be the development/growth of everyone's robust skills, knowledge, self-efficacy and, ultimately, self-determination.

Student academic integrity/cheating. Pushing for a test proctoring center on campus? How do our degree and certificate requirements compare to other community colleges in our District, in the Bay Area, and across the state.

Work with SLO Coordinator to ensure that the assessments measure student learning in a valid and reliable way. Examine success rates of F2F, hybrid, and online asynchronous courses with valid and reliable instruments.

### **Equivalencies**

Continue to work with District HR to resolve the issue of rejected candidates because they have a very minor difference in spelling between their degrees and the State's Minimum Qualifications handbook.

**Communication with Counseling: Increase communication and collaboration – help faculty collaborate across departments.**

There is **frustration with students trying to double or triple dip their (BIOSC) nursing courses because Counseling encouraged them to (?? Is this true??)**. Concerns about students double and triple dipping – need for instructional faculty to understand the work of counselors. Also increase communication among other departments.

### **Program Review**

Analyze how new format (as it develops) impacts departments and students. Does the process center learning? Does it ensure that faculty are heard? Does it increase our time demands.

### **Equity**

Institutionalize an equity minded best practices not only for new hires but tenured faculty also. Safe Zone has no funding. Diversify our hire to mirror our student population.