

Resolution #06-16-2020F Affirming Compton Community College District Commitment to Faculty and Staff Diversity Action Plan

August 14, 2020

This document is a guide to implementing the Board of Trustees’ Resolution to Affirming the Commitment to Faculty and Staff Diversity at Compton College. The first column indicates the specific component, the middle column provides details on steps needed to successfully implement the component, and the last column identifies the implementation status, including timelines and any lead personnel responsible for implementation.

Component	Steps	Status
<p>Implicit Bias and Cultural Competency Training for Board of Trustees</p> <p>Description: It was resolved that the Board shall biannually participate in implicit bias and cultural competency training</p>	<p>Research well-regarded implicit bias and cultural competency training and trainers</p> <p>Schedule training for Board of Trustees</p> <p>Gather feedback from Board post training for continuous quality improvement on future trainings</p>	<p>Pending – to be completed biannually, with first training scheduled for December 2020, and repeating every 6 months thereafter</p> <p><i>Lead: Director of Diversity, Compliance, and Title IX, Professional Development Manager</i></p>
<p>Supporting the CCCCCO 4/24/2020 Task Force Report - Generally</p> <p>Description: It was resolved that the Board will support and implement the recommendations by the Chancellor’s Office Vision for Success Diversity, Equity and Inclusion Task Force. The recommendations are based on a set of diversity strategies that fall into</p>	<p>Review the Task Force Report</p> <p>Present a summary of report to managers</p> <p>Develop action plan based on the report</p>	<p>All steps completed except presentation to managers, which is TBD</p> <p><i>Lead: Director of Diversity, Compliance, and Title IX</i></p>

Component	Steps	Status
three main categories: institutional, interactional, and individual		
<p>Supporting the CCCCO 4/24/2020 Task Force Report - Institutional</p> <p>Description: Institutional strategies are driven by policy changes</p>	<p>Use data to understand present and future workforce needs</p> <p>Develop culturally responsive faculty and staff recruitment strategies</p> <p>Board to publicly review EEO plan</p> <p>Encourage diversity-focused criteria in employee evaluations and tenure review</p> <p>Maintain active EEO committee</p> <p>Implement innovative hiring and outreach practices focused on diversity</p> <p>Diversify representation in search committees</p> <p>Require diversity statement from applicants</p> <p>Revise procedures that address diversity, equity and inclusion to reduce bias in the hiring process.</p> <p>Imbed diversity, equity and inclusion into all faculty and staff awards</p>	<p>Many of the recommendations (EEO plan, EEO committee, awards) are already in practice at Compton College.</p> <p>For those recommendations that are not in practice or can be strengthened, action plans were developed to address these concerns.</p> <p>See Compton College Faculty and Administrator Hiring Action Plan and Compton College California Community College Equity Leadership Alliance and Faculty Prep Academy Action Plan</p> <p>For those recommendations that are not in the action plans listed above, anticipated completion is July 2021.</p> <p><i>Lead: Director of Diversity, Compliance, and Title IX</i></p>

Component	Steps	Status
<p>Supporting the CCCCO 4/24/2020 Task Force Report - Interactional</p> <p>Description: Interactional strategies are driven by changes to existing procedures</p>	<p>Host open houses for prospective candidates with panels of current faculty and deans</p> <p>Design professional development workshops to increase knowledge and understanding of cultural competency and diversity</p> <p>Advertise jobs via diversity-oriented channels</p> <p>Develop an employee diversification component as part of the EEO plan</p> <p>Establish a diversity component in faculty evaluations</p> <p>Conduct exit interviews of faculty who leave</p> <p>Diversify hiring or screening committees with members of diverse educational background, gender and ethnicity.</p>	<p>These recommendations echo the recommendations made by the USC Center for Urban Education.</p> <p>See Compton College Faculty and Administrator Hiring Action Plan for detailed dates.</p> <p>For those recommendations that are not in the action plan, anticipated completion is July 2021.</p> <p><i>Lead: Director of Diversity, Compliance, and Title IX, Professional Development Manager</i></p>
<p>Supporting the CCCCO 4/24/2020 Task Force Report - Individual</p> <p>Description: Individual strategies are driven by activities that promote supportive and inclusive behaviors</p>	<p>Provide campuswide cultural competency and implicit bias training</p> <p>Provide professional support for classified staff to build capacity and career growth with an emphasis on equity and diversity.</p> <p>Establish pipeline programs to diversify the faculty applicant pools.</p>	<p>These recommendations echo the current work being done by the Compton College and USC Race and Equity Center partnership, the Compton College Comprehensive Action Plan, the Human Resources Staffing Plan, and the EEO Plan.</p>

Component	Steps	Status
	<p>Provide faculty and staff (classified and administrators) mentoring opportunities at colleges.</p> <p>Celebrate the diversity of the California Community Colleges.</p> <p>Foster open lines of communication on campuses for constructive feedback including dialogues, summits, town halls, and forums.</p> <p>Recognize and support faculty and staff (classified and administrators) contributions to diversity through their mentoring efforts and community involvement.</p>	<p>For those recommendations that are not in one of these plans, anticipated completion is July 2021.</p> <p><i>Lead: Director of Diversity, Compliance, and Title IX, Professional Development Manager</i></p>
<p>Public review by Board of Trustees</p> <p>Description: It was resolved that the Board shall publicly review on an annual basis the District's compliance with the California Education Code Equal Employment Opportunity standards and Chancellor's Office Certification Form that incorporates multiple methods to address diversity</p>	<p>Schedule annual review by Board</p>	<p>Next review shall be scheduled for June 2021 Board of Trustees meeting</p> <p><i>Lead: Director of Diversity, Compliance, and Title IX</i></p>