

DEIA TOWNHALL SERIES

# DEIA: ASSESSING DEIA IN LEADERSHIP AND THE CLASSROOM

THURSDAY, SEPT. 14  
6:00 p.m. - 7:30 p.m.



COMMUNITY  
COLLEGE LEAGUE  
OF CALIFORNIA



# DIVERSITY EQUITY INCLUSION ACCESSIBILITY

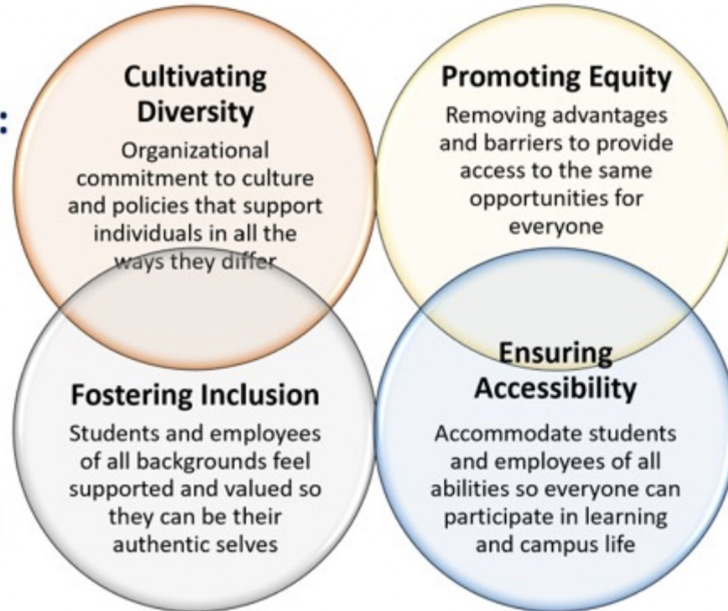
## DEIA Defined:

● Diversity

● Equity

● Inclusion

● Accessibility



# CELEBRATING DEIA

## Faculty Diversity in California Community Colleges



Rowena M. Tomaneng

@Rowena\_SJCCPrez



Excited that both of our [#SJECCD](#) colleges are once again in the top five nationally for public 2-year institutions in [#FacultyDiversity](#) for The [#ChronicleofHigherEducation](#)'s 2023 Almanac! [#SanJoseCityCollege](#) ranks No. 3 and [#EvergreenValleyCollege](#) ranks No. 5.

[@CalCommColleges](#) [pic.twitter.com/DDKKVqVYsw](https://pic.twitter.com/DDKKVqVYsw)

8/15/23, 12:59 PM

# CELEBRATING DEIA



## College of the Canyons Receives 2022 DEIA Champion Award

*College of the Canyons received the 2022 Institutional Diversity, Equity, Inclusion and Accessibility (DEIA) Champion Award from the Association of Human Resource Officers/Equal Employment Officers (ACHRO/EEO).*

*The award is given to an educational institution within the California community college system that has demonstrated efforts towards an organizational culture that maximizes every opportunity to be intentional and innovative in creating and advancing DEIA within the community*

*College of the Canyons effectively demonstrated achievement in DEIA areas that led to meaningful change related to institutional and employee-centered DEIA enhancements, professional development, community service, selection, and recruitment practices. The college also made strides toward developing opportunities for students, employees, and community members who are historically underserved.*

Source: <https://www.canyons.edu/administration/pio/news/2022-12-01-achro.php>

# LOGISTICS

## USE CHAT TO...

- ❖ Introduce yourself and your college
- ❖ Post questions and comments





# WELCOME

**Andra Hoffman**  
President, CCCT  
Trustee, Los Angeles CCD



# DEIA in Leadership and the Classroom

## *DEIA Evaluation and Accountability for College Employees and Trustees*

*Title V requires a DEIA component of employee assessments  
and evaluations.*

*This town hall will explore why and how colleges are  
implementing this successfully.*

# PRESENTERS



Nicole Nguyen  
Student Trustee for  
Foothill De Anza CCD  
and CCCT Rep

*Student Trustee*



Dr. Diane Fiero  
Deputy Chancellor  
College of the Canyons

*Main Speaker*



Dr. Whitney Yamamura  
Chancellor  
Coast CCD

*Panel Moderator*

## *Panelists:*



Jake Knapp  
General Counsel Los  
Rios CCD

Cheryl Aschenbach  
President  
Academic Senate CCC



Dr. Cindy Vyskocil  
Vice Chancellor, HR and  
Employee-Employer Relations  
South Orange County CCD





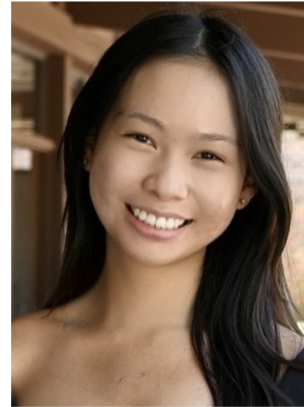
A stylized sunburst logo in a lighter shade of blue, featuring a central circle with numerous lines radiating outwards, some straight and some slightly curved, creating a sun-like effect.

***Nicole Nguyen***

Student Trustee

Foothill De Anza CCD

CCCT Student Trustee Rep



A stylized sunburst logo with a central circle and numerous radiating lines of varying lengths, set against a dark blue background.

## ***Dr. Diane Fiero***

Deputy Chancellor and Chief  
Diversity, Equity, and Inclusion  
Officer,  
College of the Canyons





# DEIA Townhall: Assessing DEIA in Leadership and in the Classroom

CCCT MEETING 9-14-23

DR. DIANE FIERO, DEPUTY CHANCELLOR &  
CHIEF DIVERSITY, EQUITY, AND INCLUSION OFFICER,  
COLLEGE OF THE CANYONS

# Amendments to Title 5 of the California Code of Regulations, to Include Diversity, Equity, Inclusion, and Accessibility Standards in the Evaluation and Tenure Review of District Employees

- ▶ 52510 – Definitions of key terms including Accessibility, Anti-Racism, Criteria, Cultural Competency, Diversity, and Inclusion.
- ▶ 53425. Ability to Work with Diverse Individuals and Communities. In addition to the category-specific qualifications required by this chapter, all district employees shall demonstrate the ability to work with and serve individuals within a diverse community college campus environment as required by local policies regarding DEIA competencies.
- ▶ 53601. Chancellor's Publication of DEIA Competencies and Criteria.
  - ▶ (a) The Chancellor shall adopt and publish guidance describing DEIA competencies and criteria in collaboration with system stakeholder groups. The DEIA guidance shall be maintained to include current and emerging evidence-based practices developed within the California Community Colleges, or described in DE IA-related scholarship.
  - ▶ (b) The DEIA competencies and criteria identified by the Chancellor shall be used as a reference for locally developed minimum standards in community college district performance evaluations of employees and faculty tenure reviews.



# Amendments to Title 5 of the California Code of Regulations, to Include Diversity, Equity, Inclusion, and Accessibility Standards in the Evaluation and Tenure Review of District Employees

- ▶ 53602. Advancing Diversity, Equity, Inclusion, and Accessibility in Evaluation and Tenure Review Processes.
- ▶ (a) District governing boards shall adopt policies for the evaluation of employee performance, including tenure reviews, that requires demonstrated, or progress toward, proficiency in the locally-developed DEIA competencies or those published by the Chancellor pursuant to section 53601.
- ▶ (b) The evaluation of district employees must include consideration of an employee's demonstrated, or progress toward, proficiency in diversity, equity, inclusion, and accessibility DEIA-related competencies that enable work with diverse communities, as required by section 53425. District employees must have or establish proficiency in DEIA-related performance to teach, work, or lead within California community colleges.
- ▶ (c) To advance DEIA principles in community college employment districts shall;
  - ▶ (1) include DEIA competencies and criteria as a minimum standard for evaluating the performance of all employees;
  - ▶ (2) ensure that evaluators have a consistent understanding of how to evaluate employees on DEIA competencies and criteria;
  - ▶ (3) set clear expectations regarding employee performance related to DEIA principles, appropriately tailored to the employee's classification;
  - ▶ (4) place significant emphasis on DEIA competencies in employee evaluation and tenure review processes to support employee growth, development, and career advancement;
  - ▶ (5) ensure professional development opportunities support employee development of DEIA competencies that contribute to an inclusive campus and classroom culture and equitable student outcomes;
  - ▶ (6) ensure an evaluation process that provides employees an opportunity to demonstrate their understanding of DEIA and anti-racist competencies; and
  - ▶ (7) include proposed or active implementation goals to integrate DEIA principles as a part of the district's Equal Employment Opportunity Plan required by section 53003.

# Amendments to Title 5 of the California Code of Regulations, to Include Diversity, Equity, Inclusion, and Accessibility Standards in the Evaluation and Tenure Review of District Employees

- ▶ 53605. Classification-Specific DEIA Obligations.
- ▶ (a) Faculty members shall employ teaching, learning, and professional practices that reflect DEIA and anti-racist principles, and in particular, respect for and acknowledgement of, the diverse backgrounds of students and colleagues to improve equitable student outcomes and course completion.
- ▶ (b) Educational and other Administrators shall include DEIA and anti-racist principles into existing policies and practices, funding allocations, decision-making, planning, and program review processes. These processes shall take into account the experience and performance of students and colleagues of diverse backgrounds, and work to close equity gaps in student outcomes and hiring.
- ▶ (c) Staff members shall promote and incorporate culturally affirming DEIA and anti-racist principles to nurture and create a respectful, inclusive, and equitable learning and work environment. In conducting their duties, staff members shall respect and acknowledge the diversity of students and colleagues.



# Recommended DEIA Competencies and Criteria

- ▶ The Chancellor's Office issued Guidance on Implementation of DEIA Evaluation And Tenure Review Regulations on May 5, 2023.
- ▶ The DEIA competencies and criteria framework serves as a baseline and provides sample activities relating to the skills, knowledge, and behaviors that California Community College employees must demonstrate or acquire to work, teach, and lead in a diverse community college environment committed to the success of all students.
- ▶ The DEIA competencies are categorized into the following themes:
  - ▶ Cultural Competency,
  - ▶ Professional Self-Reflection,
  - ▶ Professional Self-Improvement,
  - ▶ DEIA Pedagogy and Curriculum,
  - ▶ Data, and
  - ▶ DEIA and Mission.

# Recommended DEIA Competencies and Criteria

- ▶ Diversity, Equity and Inclusion Criteria Themes
  - ▶ Service (e.g., service to the institution or community, or professional service)
  - ▶ Self-assessment
  - ▶ Diversity, Equity and Inclusion Environment
  - ▶ Pedagogy/Curriculum
  - ▶ Professional Development
  - ▶ Connected to Mission
  - ▶ Employee Interactions
- ▶ Within each theme is a non-exhaustive list of actions for employees to demonstrate their understanding, skills, behaviors, and commitment to engaging in equitable practices. Each college will be different in the way they implement their locally developed competencies and criteria.
- ▶ Colleges and districts are encouraged to innovate and locally discuss the list of recommended DEIA competencies and criteria.
- ▶ This is not meant to be punitive, instead more of a growth and support model. We are all continually learning.
- ▶ Training for employees on these competencies and criteria as well as training for evaluators and how to address poor evaluations, will need to take place.



# Changes at the District Level

- ▶ Board Policies and Administrative Procedures Impacted, 6 month timeline from April 16, 2023. In response the League's policy service has updated the following to include language addressing Title 5 changes:
  - ▶ BP 3420 Equal Employment Opportunity and District EEO Plan
  - ▶ BP 7100 Commitment to Diversity
  - ▶ BP 7120 Recruitment and Hiring
  - ▶ BP 7210 Academic Employees
  - ▶ BP 7230 Classified Employees
  - ▶ BP 7240 Confidential Employees
  - ▶ BP 7250 Educational Administrators
  - ▶ BP 7260 Classified Supervisors and Managers
  - ▶ AP 7150 Evaluation
  - ▶ BP 7360 - Discipline and Dismissal, Academic Employees
  - ▶ BP 7365 – Discipline and Dismissal, Classified Employees
- ▶ Impact on Academic Senate & Bargaining
  - ▶ Faculty - Education Code Section 87663 subdivision (f), the faculty union must consult with the Academic Senate prior to bargaining the faculty evaluation procedure. The academic senates will take academic freedom into consideration.
  - ▶ All Employees - Need to negotiate revised evaluation instruments for all represented employees. Administrators also need to revise evaluations to include DEIA criteria.
  - ▶ Most Districts are in the early stages of this process.

# Why these changes are important

## DEIA in General:

- ▶ Our diversity, equity, inclusion and accessibility efforts provide a road map to making campuses safer, more inclusive and accessible, and more welcoming for minoritized students and underserved student groups.
- ▶ DEIA initiatives promote diversity in hiring, aim to eliminate cultural bias in teaching and curriculum, and help to counteract systemic racism through institutional transformations.
- ▶ They aid in leveling the playing field and expand opportunity, helping more students reach their end goals.

## DEIA in Evaluations of all Employees:


- ▶ This is a clear statement on the values of the CA Community College System as it relates to DEIA. We serve and support the success of diverse students!
- ▶ Requires Districts and employees to engage in dialogue about the competencies required and the criteria that should be included in the evaluations that meet the requirements of the regulations.
- ▶ Our Districts are continually increasing in student and employee diversity. However student diversity outpaces employee diversity.
- ▶ Up until now engaging with DEIA has been voluntary, there were no mandates. These are the first mandatory DEIA regulations that apply broadly to all employees. Those who have previously elected not to engage with DEIA will now be required to do so.



# Role of the Board of Trustees

- ▶ Become educated on past actions that have led up to these Title 5 revisions. More resources available at: [Diversity, Equity, Inclusion, and Accessibility \(DEIA\) | California Community Colleges Chancellor's Office \(cocco.edu\)](https://cocco.edu)
- ▶ If you have not already done so, pass a resolution affirming your District's Commitment to Diversity, Equity, Inclusion, and Accessibility.
- ▶ Show support for implementing the regulations.
- ▶ Support those individuals implementing these regulations.
- ▶ Provide clear direction to negotiators.
- ▶ Review applicable Board Policies in a timely manner.
- ▶ Ensure there are regular reports to the Board about progress on these changes as well as diversity initiatives/programs.
- ▶ Review your decorum BP and AP to address employees and public speakers at board meetings who are opposed to these new regulations.

POP-UP  
POLL TIME!!!



COMMUNITY COLLEGE LEAGUE OF CALIFORNIA



# SURVEY QUESTION #1

**Mary Ann Lutz**  
Trustee, Citrus College  
Member, CCCT



# Panel Moderator

Dr. Whitney Yamamura  
Chancellor  
Coast CCD



A stylized sunburst graphic with numerous thin lines radiating from a central point, set against a dark blue background.

*Title V requires a DEIA component  
of employee assessments and  
evaluations.*

*How are colleges implementing this  
successfully?*

**Jake Knapp**

General Counsel,  
Los Rios CCD

**Cheryl Aschenbach**

President,  
Academic Senate

**Dr. Cindy Vyskocil**

Vice Chancellor, HR and  
Employee-Employer Relations  
South Orange County CCD




# Questions?



COMMUNITY COLLEGE LEAGUE OF CALIFORNIA

# POP-UP POLL TIME!!!



COMMUNITY COLLEGE LEAGUE OF CALIFORNIA

# SURVEY QUESTION #2

**Mary Ann Lutz**  
Trustee, Citrus College  
Member, CCCT





# CLOSING

**Nan Gomez-Heitzeberg**  
Trustee, Kern CCD  
First Vice President, CCCT



# DEIA Call To Action Resources (1 of 2)

## Community College/Higher Ed Resources:

- ❖ [League DEIA Resources/Town Hall Recordings](#) ♦ [CCCCO DEIA Resources](#): ♦ [Vision for Success DEI Task Force 2020 Report](#) ♦  
Chancellor's Office: [6/5/20 Call To Action](#) ♦ [11/9/20 Call To Action Update](#) ♦ [6/14/21 Call To Action Update](#) ♦ [SAMPLE CC DISTRICT RESOLUTION: AFFIRMING COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION](#)  
♦ [DEIA Glossary of Terms](#) ♦ [SSCCC ANTI-RACISM: A Student Plan of Action](#)
- ❖ **DEI Professional Development Learning Modules** – Search for these titles in the [CCCCO Vision Resource Center](#) :  
♦ “I Don’t See Color, I Just See People: Becoming Culturally Competent”  
♦ “Playing Behind the Screen: The Implicit Bias in our Colleges”
- ❖ CCCT/CEOCCC Joint Resolution: [AFFIRMING OUR COMMITMENT TO STUDENT SUCCESS FOR BLACK & AA STUDENTS](#)
- ❖ Campaign For College Opportunity Study Reports:  
♦ [Left Out](#) ♦ [State of Higher Ed for Black Californians](#) ♦ [Follow The Money](#) ♦ [State of Higher Ed for Latinx Californians](#)
- ❖ CA Governor’s Council For Post-Secondary Education: [Recovery With Equity](#)
- ❖ BOOKS, VIDEOS & SERVICES by Drs. J. Luke Wood and Frank Harris III: ♦ [BOOKS](#) ♦ [VIDEOS](#) ♦ [SERVICES](#)
- ❖ BOOK: Sims/Taylor-Mendoza/Wallace/Conaway/Hotep [Minding The Obligation Gap in Community Colleges and Beyond](#) ♦ [5-Part Webinar Series](#)
- ❖ BOOK: McNair/Bensimon/Malcom-Piqueux [From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education](#)

# DEIA Call To Action Resources (2 of 2)

## Anti-Racism/Racial Justice Self-Study:

- ❖ [How Studying Privilege Systems Can Strengthen Compassion](#): Peggy McIntosh at TEDx Timberlane Schools  
[White Privilege: Unpacking the Invisible Knapsack](#) - Peggy McIntosh
- ❖ ARTICLE: Cory Collins. [What Is White Privilege, Really?](#)  
Recognizing white privilege begins with truly understanding the term itself . Issue 60, Fall 2018
- ❖ BOOK: Robin DiAngelo, fwd by Michael Eric Dyson. [White Fragility: Why It's So Hard for White People to Talk About Racism](#), 2018.
- ❖ VIDEOS: Robin DiAngelo ♦ [Publications](#) ♦ [Media](#) ♦ [White Fragility Readers Guide](#)
- ❖ BOOKS: Kendi, Ibram X. ♦ [Stamped from the Beginning](#), 2017 ♦ [How To Be An Antiracist](#), 2019
- ❖ BOOK: Wilkerson, Isabel ♦ [Caste: The Origins of Our Discontents](#), 2020

## Accessibility/Universal Design for Learning Self-Study:

- ❖ California State University Long Beach: [Universal Design for Learning](#) ♦ VIDEOS: [UDL Part 1](#) [UDL Part 2](#)
- ❖ CAST.org: [Universal Design for Learning](#) ♦ VIDEO: [UDL at a Glance](#)
- ❖ [UDL-Universe: A Comprehensive Faculty Development Guide](#) - a project of the California State University system



**nandi**

## REIMAGINING SUCCESS

Black Women Shaping Their Own Narratives  
Thursday, Oct. 5, Los Angeles

- Centering voices of Black women while also creating space for all professionals and students in the California Community College System to be in community with one another.
- In partnership with the California Community College Chancellor's Office.

**Empowerment Series**  
*Navigating Your Professional Journey:  
Politics, Pay, and Power*



The politics of work: Gender stereotypes, pay equity, conveying confidence, promotion within your field, and remaining true to yourself.

**October 19, 2023, 2 pm PST**

**Join Here!**

<https://sjeccd-edu.zoom.us/j/89461639845>



**Andra Hoffman**  
CCCWC Co-Chair  
Trustee, LACCD



**Suzanne Chan**  
Trustee  
Ohlone College



**Dr. Martha Garcia**  
President  
Mt. San Antonio College



**Kendra Carnes**  
Student Trustee  
Compton College



**Deborah Knowles**  
President  
CCC Classified Senate

# COMING EVENTS

## Town Halls

- November 9, 2023, 6PM

## League Events

- Annual Convention, November 16-18, 2023, Indian Wells
- Effective Trusteeship Workshop, January 26-28, 2024, Sacramento
- Annual Legislative Conference, January 28-29, 2024, Sacramento

A decorative sunburst graphic with numerous thin lines radiating from a central point, located on the right side of the slide.

[Town Hall Registration](#)

[League Events  
Information](#)



Special Thanks  
to  
CCLC Staff!

THANK YOU  
for  
ATTENDING!

