

DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY TOOLKIT:

Mission Statement and EEO Plan

A Guide and Toolkit for Trustees

WHY?

DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY are powerful tools that colleges can use to ensure success for all students. California's Community College student population is highly diverse. We must intentionally practice acceptance, anti-racism, and respect towards one another and understand that racism, discrimination, and prejudices create and sustain privileges for some while creating and sustaining disadvantages for others. Trustee Boards are responsible to the students their district serves and have an important role in advancing the principles of diversity, equity, inclusion and accessibility that lead to student success. In addition, Trustee Boards are responsible for setting goals, making policy, approving budgets, and the hiring and evaluation of the Chief Executive Officer. Working with the CEO, a Board ensures quality programs and services for all students.

Why adopt Diversity Mission Statement and support statements for diversity, equity, inclusion and accessibility?

- Alignment with Diversity Mission Statement and support statements provide direction for District and Board decision making.
- Boards are required to take action annually on the EEO plan per California state regulations and Education Code.
- Thorough understanding and review of EEO plan is necessary for the Board to provide support and monitor outcomes.



WHAT CAN TRUSTEES DO?

- **State Board Support for Diversity, Equity, Inclusion and Accessibility Publicly** – A resolution sends a powerful message to the college community.
- **Adopt a Diversity, Equity, Inclusion and Accessibility Mission Statement** – Develop a diversity, equity, inclusion and accessibility mission statement that clearly defines the district's diversity, equity, inclusion and accessibility values and guiding principles.
- **Review EEO Plans Publicly** – Meet California state requirement of placing the EEO Plan on the agenda as an action item. Monitor progress at least annually through scheduled follow-up EEO reports

1

- **Pass a resolution supporting Diversity, Equity, Inclusion, and Accessibility**

2

- **Develop a Diversity, Equity, Inclusion, and Accessibility Mission Statement**

3

- **Review EEO Plan**
- **Agendize EEO Plan as an action item**
- **Review follow-up reports**



BEST PRACTICES & RECOMMENDATIONS

- Review diversity, equity, inclusion and accessibility resolutions and mission statements from other colleges/districts. **West Valley-Mission** Commitment to Diversity, Equity, and Inclusion
 - ◇ <https://www.wvm.edu/committees/diversity-eeo/>
 - ◇ **Ohlone College** Commitment to Diversity Equity and Inclusion
https://www.ohlone.edu/sites/default/files/groups/Board_of_Trustees/2021/021021/ohlonedeiresolution021021.pdf
- Tailor this **template** diversity, equity, inclusion and accessibility resolution for your own district
 - ◇ www.cccco.edu/-/media/CCCCO-Website/Files/sample-dei-resolution-template-a11y.pdf
- Participate in **professional development** about:
 - ◇ Diversity, equity, inclusion and accessibility topics and strategies, EEO Plans, student disaggregated data, and best diversity, equity, inclusion and accessibility practices for highly effective Boards.
 - ◇ Read the “Diversity, Equity, Inclusion and Accessibility” chapter in CCLC Trustee Handbook
 - ◇ Get started at the CCLC Diversity, Equity, Inclusion and Accessibility webpage:
www.ccleague.org/advocacy/workgroups-and-taskforces/diversity-equity-inclusion-and-accessibility
- **Monitor district compliance** with EEO regulations. Review scheduled EEO Plan Reports
 - ◇ EEO Plan Best Practices Handbook: www.cccco.edu/-/media/CCCCO-Website/docs/report/cccco-eeoreport-062022-a11y.pdf
 - ◇ EEO 10-Point Plan for Faculty Diversity Hiring:
www.cccco.edu/-/media/CCCCO-Website/docs/general/q1coeeo10pointfactsheet22v2a11y.pdf
 - ◇ Chancellor’s Office EEO page: www.cccco.edu/About-Us/Chancellors-Office/Divisions/Institutional-Effectiveness/EEO-Equal-Employment-Opportunity
- The **Board of Governors commitment to DEI** is embedded in § 51201 Statement on Diversity, Equity and Inclusion and should guide the administration of all programs in the California Community Colleges.
 - (a) With the goal of ensuring the equal educational opportunity of all students, the California Community Colleges embrace diversity among students, faculty, staff and the communities we serve as an integral part of our history, a recognition of the complexity of our present state, and a call to action for a better future.
 - (b) Embracing diversity means that we must intentionally practice acceptance, anti-racism, and respect towards one another and understand that racism, discrimination, and prejudices create and sustain privileges for some while creating and sustaining disadvantages for others.
 - (c) In order to embrace diversity, we also acknowledge that institutional racism, discrimination, and biases exist and that our goal is to eradicate these from our system. Our commitment to diversity requires that we strive to eliminate those barriers to equity and that we act deliberately to create a safe, inclusive, and anti-racist environment where individual and group differences are valued and leveraged for our growth and understanding as an educational community.

<https://govt.westlaw.com/calregs/Document/I5F7FF0A34C6911EC93A8000D3A7C4BC3>

Resources

Accrediting Commission for Community and Junior Colleges (ACCJC)

Standard 1.1 “The institution has established a clearly defined mission that appropriately reflects its character, values, structure, and unique student demographics. The institution’s mission articulates its commitment to ensuring equitable educational opportunities and outcomes for all students.”

<https://accjc.org/wp-content/uploads/ACCJC-2024-Accreditation-Standards-with-Review-Criteria-Evidence.pdf>

- **California Community College EEO Plan** must be reviewed and adopted at a regular meeting of the governing board as a separate action item on the agenda and not part of the consent agenda § 53003. District EEO Plans
<https://govt.westlaw.com/calregs/Document/I55C71C404E1711EDABBBA91488E976A2>
- **Title 5, section 53002**, requires that the governing board of each community college district adopt a policy statement setting forth the district’s commitment to an EEO plan that is grounded in the principles of diversity, equity, and inclusion.
Ed Code § 53002. District Policy Statement Requirement
<https://govt.westlaw.com/calregs/Document/I434BAA404E1711ED8FA79D0FA8A59E6F>
- **A Nondiscrimination Policy Statement** is required pursuant to § 59300 of Ed Code, and other similar nondiscrimination or equal employment opportunity statements which may be required under other provisions of state and federal law. <https://govt.westlaw.com/calregs/Document/I6D908E734C6911EC93A8000D3A7C4BC3>

Supporting Research

5 ways that college campuses benefit from diversity, equity and inclusion programs, Erica Jacqueline Licht, published in theconversation.com, September 12, 2023

<https://theconversation.com/5-ways-that-college-campuses-benefit-from-diversity-equity-and-inclusion-programs-208905>

How Diversity Makes Us Smarter: Being around people who are different from us makes us more creative, more diligent and harder-working, Katherine W. Phillips, October 1, 2014

<https://www.scientificamerican.com/article/how-diversity-makes-us-smarter/?redirect=1>

The Benefits of Diversity: What the Research Tells Us, Daryl G. Smith and Natalie B. Schonfeld, November/December 2000

Go to the Diversity, Equity, Inclusion and Accessibility page on Community College League of California website for this document. <https://www.ccleague.org>

Preparing Students for a Diverse World: Why DEI Matters on Campus, October 31, 2023, statement on website from William Peace University

<https://www.peace.edu/news/preparing-students-for-a-diverse-world-why-dei-matters-on-campus/>

This is a living document, please contact us with suggestions and updates:

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