

Anti-DEIA/SCOTUS Affirmative Action Impacts Racial Equity

Trustee Barbara Jean Calhoun

Trustee Suzanne Lee Chan

Dr. Jose Fierro

Thuy Nguyen, Esq.



Community College League of California
Annual Convention

November 21, 2024



GARCIA HERNÁNDEZ SAWHNEY LLP



Speaker:
Suzanne Chan
Trustee, Ohlone CCD
Chair - Asian American
Pacific Islander Trustees
& Administrators Caucus
(AAPITA)



Speaker:
Dr. Jose Fierro
Superintendent,
Cerritos CCD
President- California
Association of Latino
Community College
Trustees and
Administrators
(CALCCTA) Caucus



Speaker:
Barbara Jean Calhoun
Board President
Compton CCD
President - African
American California
Community College
Trustees and
Administrators
(AACCCTA) Caucus



Speaker:
Thuy Nguyen, Esq.
Partner -Garcia
Hernandez Sawhney,
LLP General Counsel
for the Black Caucus
(AACCCTA)

Trustee Barbara Calhoun, Chair of Joint Caucus

- The Importance of Collaboration among Groups – For example, the Joint Caucus
- State and Federal Policies
- Risk Analysis: Is this work worth it? We should not be afraid to do what is right.
- New Administration
- The community that we serve might not be interested or open to DEIA.
- Campus Constituent Groups

What's on your mind?



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Suzanne Lee Chan

President-Elect CCCT Board of Directors

Chair-Asian American Pacific Islander Trustees & Administrators Caucus

CCLC DEIA Steering Committee

Chair - Ohlone Community College Board of Trustees

Co-Founder of AAPI Leadership Academy, CSUEB

Adjunct Professor – Ohlone, Chabot-Las Positas, CSUEB, San Jose State

**Former Vice Mayor/Councilmember/ Planning Commissioner
City of Fremont, CA**

Practice Administrator – Just Kids Pediatric Dentistry



**Researcher – National Institutes of Health
Clinical Bacteriologist**

**Daughter of Immigrants from China
Chinese Laundry/Restaurant Kid
Proud Wife, Mom, and PoPo
Life Long Curious Learner
Mentor**



GARCIA HERNÁNDEZ SAWHNEY LLP

June 29, 2023



SCOTUS rules against affirmative action in college admissions

Colleges and universities can no longer consider race in their admissions processes after the US Supreme Court ruled against affirmative action, overturning decades of precedent that has benefitted Black and Latino students.

Majority



Roberts



Thomas



Alito



Gorsuch



Kavanaugh



Barrett

Dissenting



Sotomayor



Kagan



Jackson

Source: US Supreme Court, *Students for Fair Admissions, Inc. v. President and Fellows of Harvard College*

Graphic: Annette Choi, CNN

Protesting SCOTUS Decision





The Court's ruling ignores important legal precedent and fails to recognize the historical reality of centuries of discrimination and unequal opportunity for minoritized populations.

Narrow access to higher education can only foster narrow thinking.

Our colleges and communities are more vital when they are diverse, and we must work to reform systems and policies that reduce anyone's chances for a better future.

Larry Galizio, Ph.D.

President & CEO

Community College League of California

June 29, 2023



"Diversity, equity, inclusion, and belonging are core values at our institutions. We will continue to support programs and practices that seek to address historical inequities and ensure that our colleges and universities are reflective of California's rich and dynamic diversity.

We remain committed to creating educational opportunities for all Californians so that they can reach their full potential and so that all California communities can thrive."

Sonya Christian Ph.D.

Chancellor

California Community Colleges

June 30, 2023



GARCIA HERNÁNDEZ SAWHNEY LLP



How a Single Spark
Can Ignite a Movement . . .

Joint Caucus Resolutions

JOINT RESOLUTION #002-2023

TO COMMUNITY COLLEGES NATIONALLY

BY CALIFORNIA COMMUNITY COLLEGE TRUSTEES & ADMINISTRATORS AFFINITY CAUCUSES DENOUNCING THE SCOTUS DECISION ON COLLEGE ADMISSIONS

WHEREAS, the United States Supreme Court's recent decisions in *Students for Fair Admissions, Inc. v President and Fellows of Harvard College* and *Students for Fair Admissions, Inc. v University of North Carolina* undermined more than four decades of precedent that had legally recognized as compelling interest the educational benefits of racially diverse student populations in higher education.

WHEREAS, we, the affinity caucuses, remain committed to supporting historically underrepresented students in transferring to public and private colleges and universities that may now need to reassess their admissions programs due to the legal restrictions set forth by now the SCOTUS decisions, and we present this joint resolution to convey to community college trustees and administrators nationwide that racial equity could still be promoted despite the SCOTUS decision.

WHEREAS, we are deeply concerned that the judicial decisions of such a daunting nature could have damaging repercussions and chilling effects among college trustees and administrators who are managing these new legal restrictions and could cause them to overinterpret out of fear and take actions far beyond the laws' requirements.

JOINT RESOLUTION #001-2023

TO CALIFORNIA COMMUNITY COLLEGES

BY CALIFORNIA COMMUNITY COLLEGE TRUSTEES & ADMINISTRATORS AFFINITY CAUCUSES DENOUNCING THE SCOTUS DECISION ON COLLEGE ADMISSIONS

WHEREAS, the United States Supreme Court's recent decisions in *Students for Fair Admissions, Inc. v President and Fellows of Harvard College* and *Students for Fair Admissions, Inc. v University of North Carolina* undermined more than four decades of precedent that had legally recognized as compelling interest the educational benefits of racially diverse student populations in higher education.

WHEREAS, we, the affinity caucuses, remain committed to supporting historically underrepresented students in transferring to universities that have been under the legal restrictions of Proposition 209 and now the SCOTUS decisions.

WHEREAS, we are deeply concerned that the judicial decisions of such a daunting nature could have damaging repercussions and chilling effects among college trustees and administrators who are managing these new legal restrictions and could cause them to overinterpret out of fear and take actions far beyond the laws' requirements.

WHEREAS, our caucuses believe that higher education has proven to be the best strategy for the social and economic mobility, including as a promising equalizer for many people of color who have historically faced institutional racism and overt and covert denial of equal

<https://www.ccleague.org/resources/ccc-caucuses>



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OHLONE COMMUNITY COLLEGE DISTRICT
RESOLUTION NO. _____

DENOUNCING THE _____ COLLEGE ADMISSION

WHEREAS, the United States Supreme Court's recent decisions in *Students for Fair Admissions, Inc. v. Harvard College* and *Students for Fair Admissions, Inc. v. University of North Carolina* undermined more than a half-century of precedent recognized as compelling interest the educational benefits of racial diversity in higher education.

While the College District remain committed to supporting access to universities that have been under the legal scrutiny of the Supreme Court's decisions.

WHEREAS, we are deeply concerned that the legal decisions of such nature could have damaging repercussions and chilling effects among college trustees and administrators who are managing these new legal restrictions and could cause them to overinterpret out of fear and take actions far beyond the laws' requirements. . .



**RESOLUTION PASSED & Adopted
December 18, 2023**



GARCIA HERNÁNDEZ SAWHNEY LLP



Speaker:
Dr. Jose Fierro
Superintendent,
Cerritos CCD
President- California
Association of Latino
Community College
Trustees and
Administrators
(CALCCTA) Caucus



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Overview



- **History of Affirmative Action**

Affirmative action has a long history in the US, beginning with the Civil Rights Act of 1964. It was aimed to combat discrimination and promote diversity in the workplace and educational institutions.

- **Impact of Affirmative Action on People of Color**

Affirmative action has had a positive impact on the economic development of people of color in the US, helping to promote diversity and inclusion in the workplace and educational institutions.

- **Challenges to Affirmative Action**

Affirmative action has faced challenges, including legal challenges, criticism for promoting reverse discrimination, and opposition from some political groups.

- **Future of Affirmative Action**

The future of affirmative action in the US is uncertain, with ongoing legal challenges and political opposition. However, many experts believe that affirmative action will continue to play an important role in promoting diversity and inclusion in the US.

The History of Affirmative Action



🌟 **Civil Rights Act of 1964**

The Civil Rights Act of 1964 outlawed discrimination on the basis of race, color, religion, sex, or national origin, and set the stage for affirmative action policies in the United States.

🌟 **Executive Order 11246**

Executive Order 11246, signed by President Lyndon B. Johnson in 1965, required government contractors to take affirmative action to ensure that job applicants and employees are treated fairly and without discrimination.

🌟 **Evolution of Affirmative Action**

Affirmative action policies have evolved since their inception, with some states and organizations choosing to end or modify their affirmative action programs. The debate continues to this day over the effectiveness and fairness of these policies.

Civil Rights Act of 1964



The Civil Rights Act of 1964 prohibited discrimination on the basis of race, color, religion, or national origin, helping to promote equality and justice for all citizens.

Executive Order 11246



Executive Order 11246 was signed by President Lyndon B. Johnson in 1965, requiring federal contractors to take affirmative action to ensure equal employment opportunities regardless of race, color, religion, sex, or national origin.



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The Benefits of Affirmative Action

Affirmative action policies can promote diversity and inclusion in the workplace and educational institutions by prioritizing the recruitment and selection of underrepresented groups.



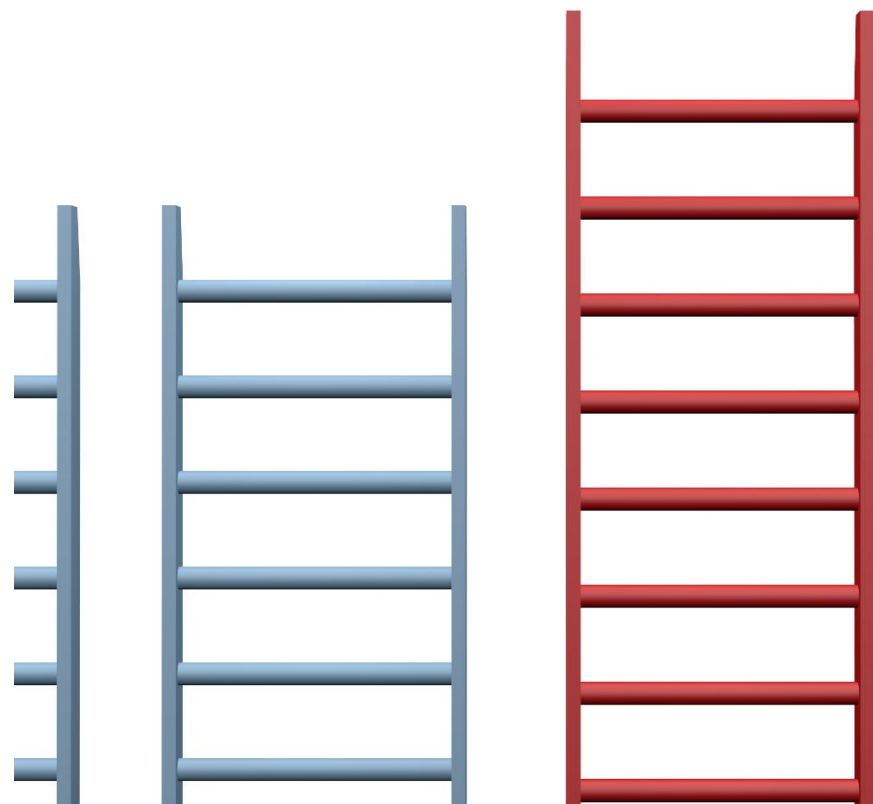
Diversity and Inclusion

Affirmative action can promote diversity and inclusion by bringing people from different backgrounds and experiences together. This can lead to better decision-making and a more creative and innovative workforce.



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Equal Opportunity



Affirmative action promotes equal opportunity for historically underrepresented groups and helps to address the effects of past discrimination, creating a more equitable society.

The Controversies of Affirmative Action

● Arguments for Affirmative Action

Some argue that affirmative action is necessary to correct past discrimination and promote diversity. They believe that it creates opportunities for underrepresented groups and helps to create a more fair and just society.

● Arguments against Affirmative Action

Critics of affirmative action argue that it is reverse discrimination and violates the principle of meritocracy. They believe that it creates unfair advantages for certain groups and can harm qualified individuals who are not part of the preferred group.

Reverse Discrimination



Reverse discrimination can occur as a result of affirmative action programs, where qualified candidates are passed over in favor of less qualified candidates from underrepresented groups.

Meritocracy



🍊 Principle of Meritocracy

Meritocracy is a system where people are rewarded based on their abilities and achievements rather than their race or gender. It emphasizes the value of hard work and talent in achieving success.

🍊 Opposition to Affirmative Action

Opponents of affirmative action argue that it undermines the principle of meritocracy by giving preferential treatment to certain racial or gender groups, rather than rewarding based on merit.

Employment



Affirmative action is a policy that promotes equal opportunity in employment and reduces employment disparities for people of color and women.



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Education



Affirmative action has helped to increase access to higher education for underrepresented groups and promote diversity on college campuses.



The Impact of Affirmative Action on the Economic Development of Black Americans

🌟 Access to Employment

Affirmative action has helped to increase access to employment for black Americans, leading to more diverse workplaces and a stronger economy.

🌟 Access to Education

Affirmative action has helped to increase access to education for black Americans, providing opportunities for individuals to achieve success and contribute to the economy.

The Impact of Affirmative Action on the Economic Development of Latino Americans

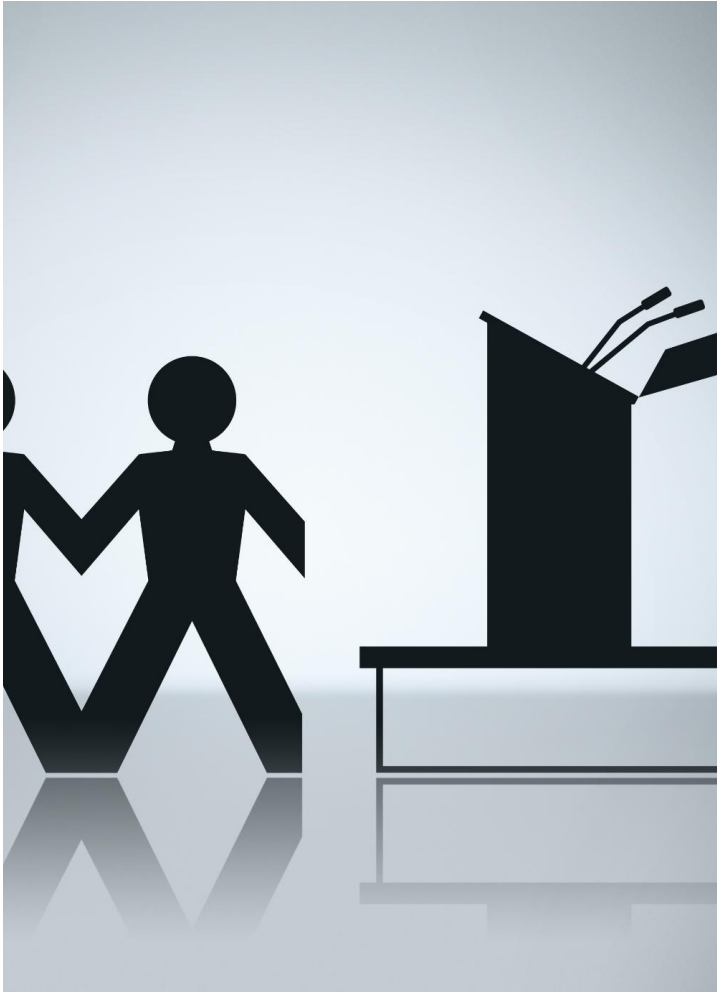
🌟 Access to Employment

Affirmative action has helped Latino Americans gain access to employment opportunities that were previously unavailable to them, thus improving their economic development and livelihood.

🌟 Access to Education

Affirmative action has also helped Latino Americans gain access to education opportunities, enabling them to acquire the skills and knowledge necessary to succeed in the workforce and contribute to the economic development of their communities.





Challenges to Affirmative Action

🌟 Legal Challenges

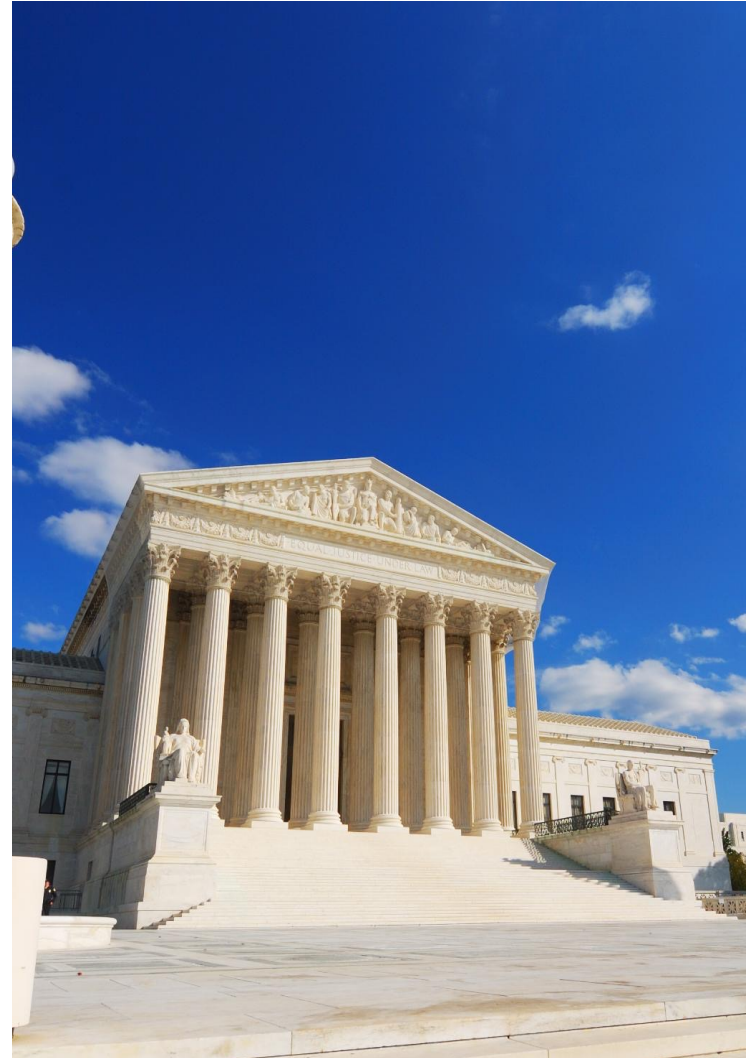
Affirmative action has faced legal challenges, including lawsuits alleging reverse discrimination and violation of the Equal Protection Clause of the 14th Amendment. These challenges have led to the narrowing of the policy's scope and limitations on its implementation.

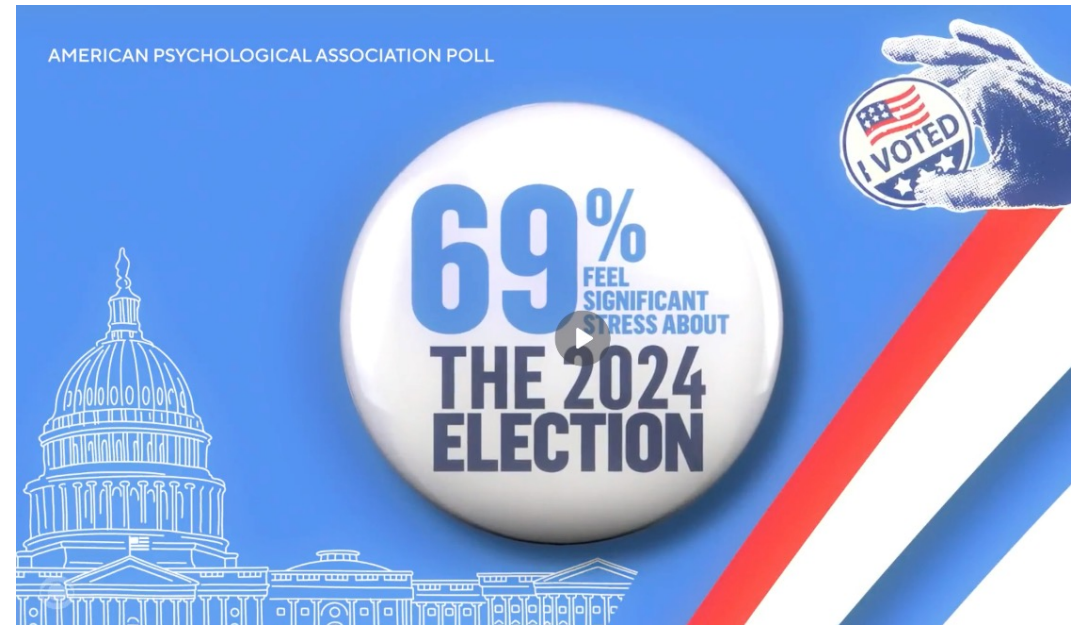
🌟 Political Opposition

Affirmative action has also faced political opposition, with opponents arguing that it promotes reverse discrimination and undermines meritocracy. This opposition has led to the repeal of affirmative action policies in some states and restrictions on their use in others.

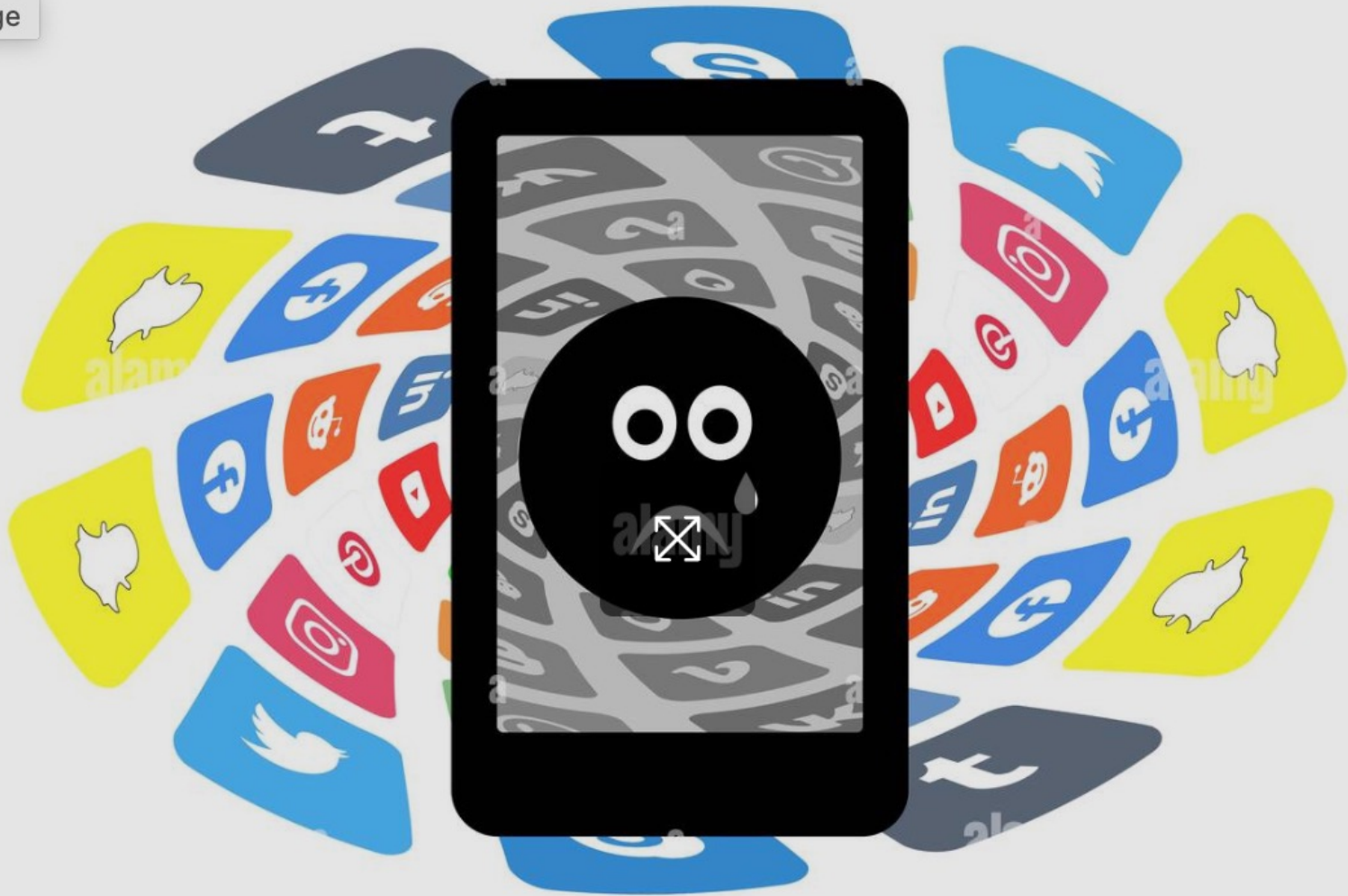
The Future of Affirmative Action in the US

The future of affirmative action in the US is uncertain, particularly under the Trump administration. We will discuss the potential impact of the administration's policies on affirmative action.





Enlarge



DOOMSCROLLING

One Year Post-SCOTUS Decision



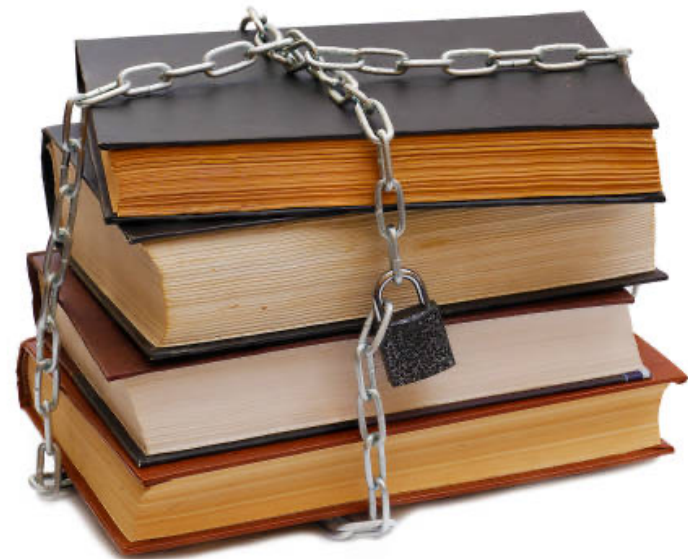
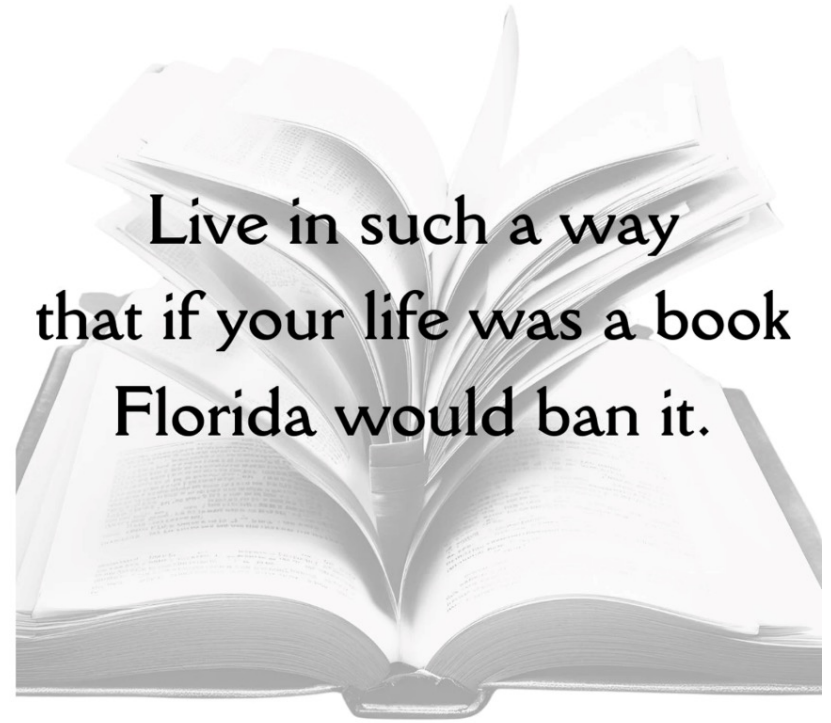
- 1 Year Post Affirmative Action Decision
 - Changes in Admission rates
 - Demographics of the Freshman Class
 - Changes in Racial and Economic Diversity
- Post Election Possible Outcomes/Scenarios
 - Disbanding of the Dept of Education
 - Cutting or Eliminating Funding to Learning Institutions that have DEI initiatives
 - Student Loans
 - West Point Effort to hide DEI Campaign

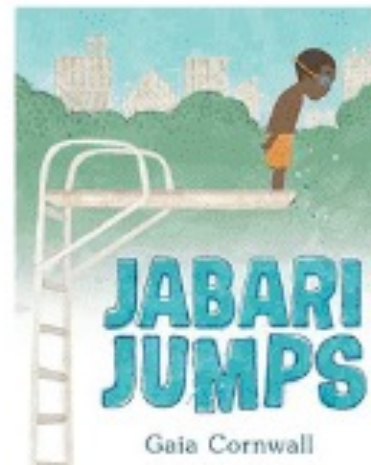
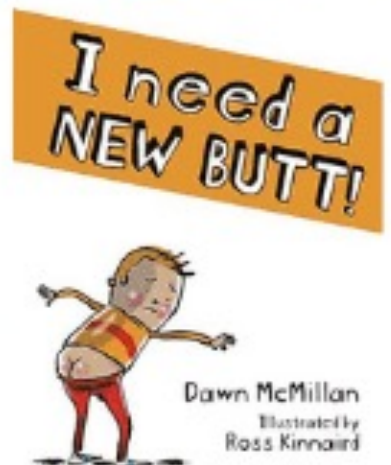
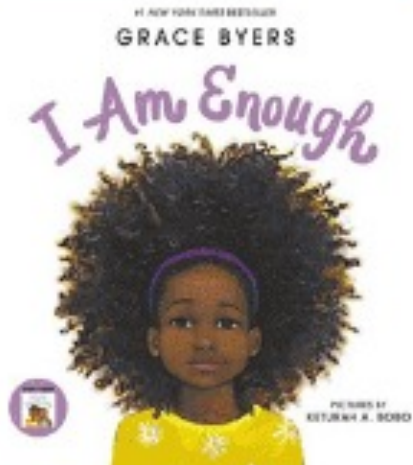
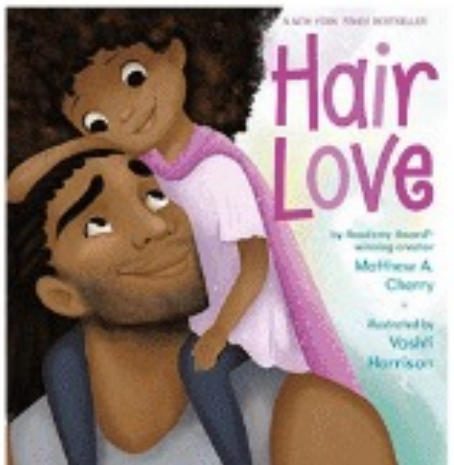
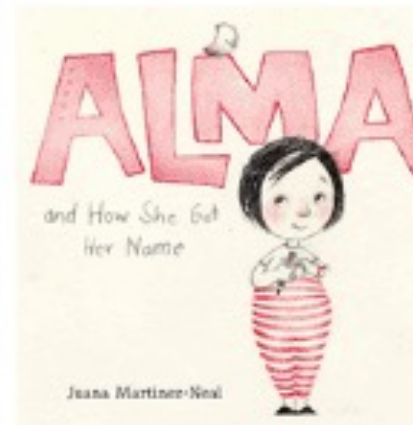
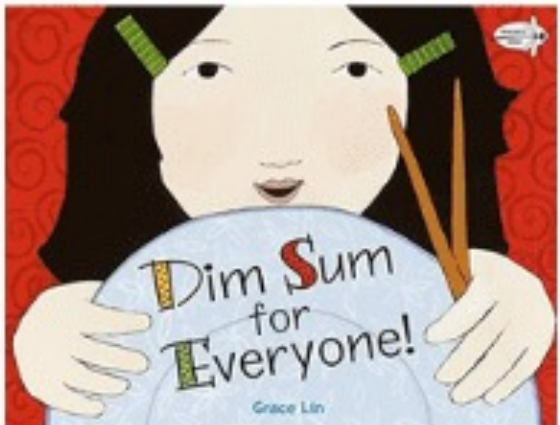
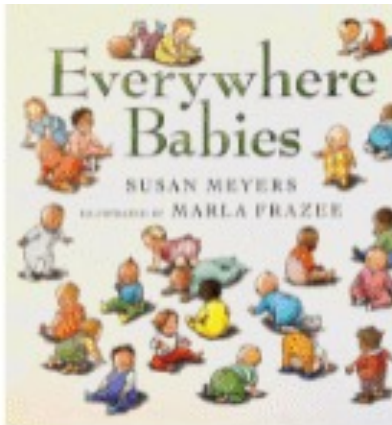
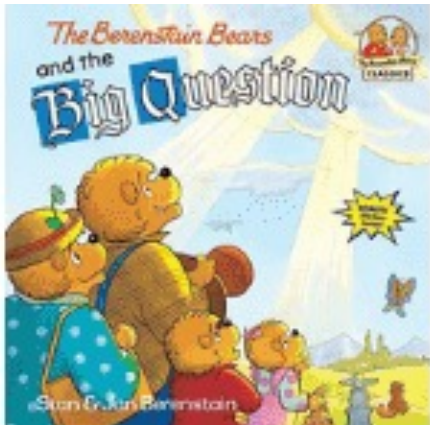
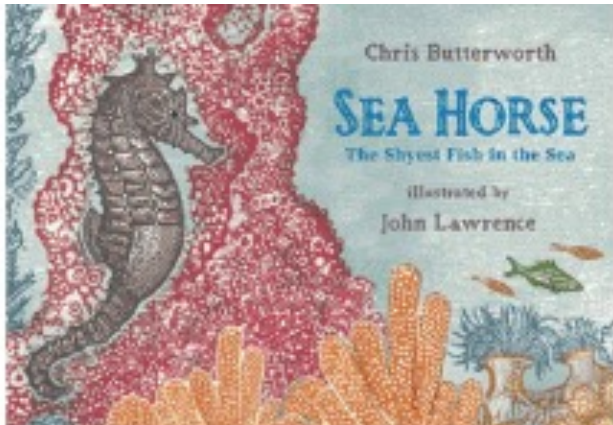
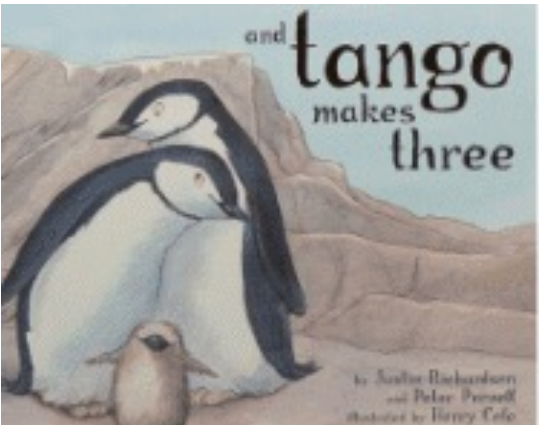


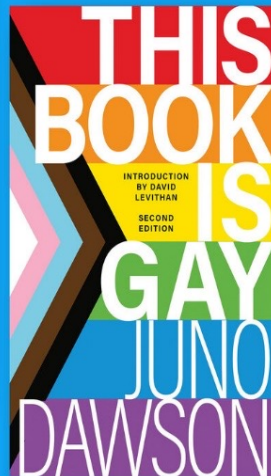
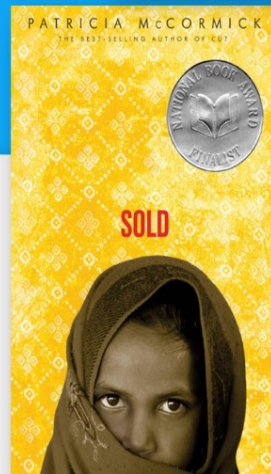
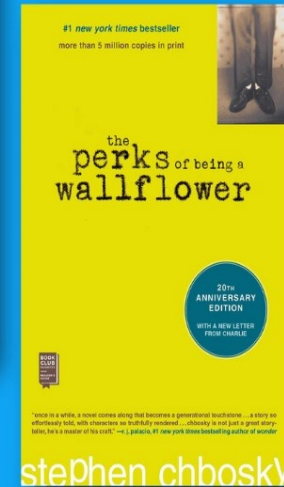
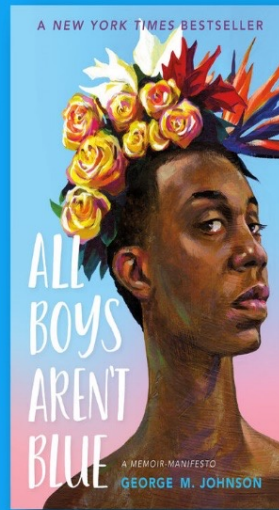
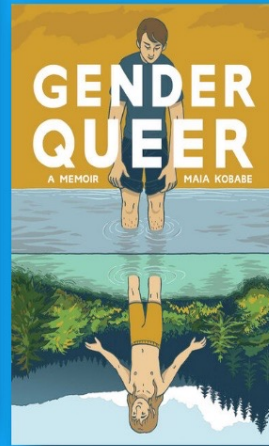
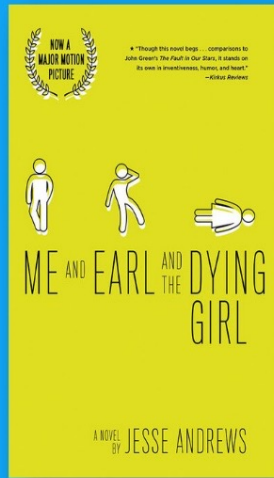
Banning books gives us silence when we need speech. It closes our ears when we need to listen. It makes us blind when we need sight. *Stephen Chbosky*



Live in such a way
that if your life was a book
Florida would ban it.

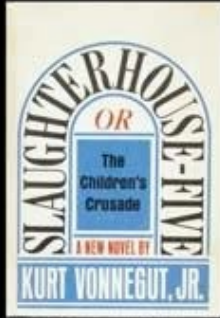




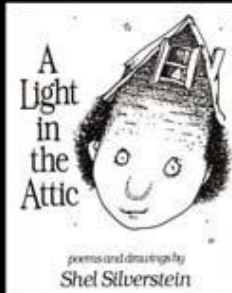


BANNED BOOKS

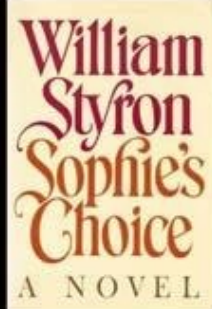
These books have been banned in the United States



Slaughterhouse-Five (1949, Bantam Books, NY). Banned for being "too profane and explicit."



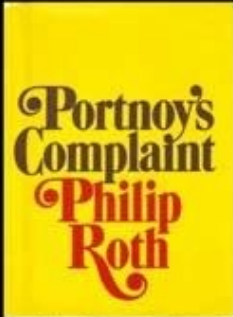
A Light in the Attic (1961, Bantam, NY). Banned because it "contains children's book stories as they read to my son."



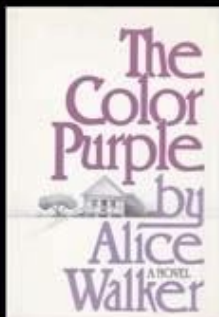
Sophie's Choice (1979, Bantam, CA). Banned from the library for a "comparative study of sexual violence."



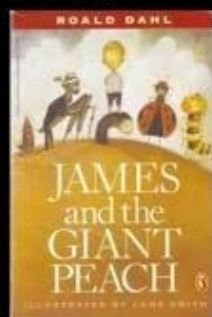
Harry Potter (1997, Scholastic). The book was challenged because of the "sexual nature of death, love, loss of respect, and other issues."



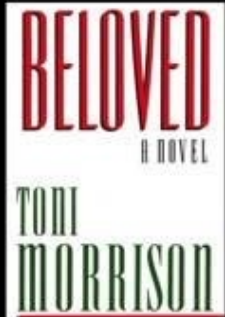
Portnoy's Complaint (1969, Bantam). Banned because it "contains sexual material."



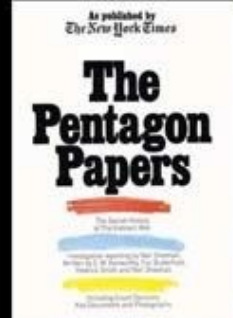
The Color Purple (1982, Bantam, CA). The Banning School banned the book for "sexual content."



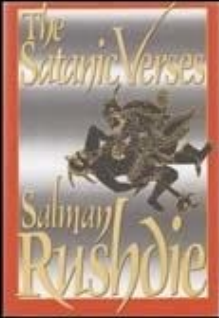
James and the Giant Peach (1961, Bantam, NY). Banned for "sexual content and for parts of the book dealing with sex."



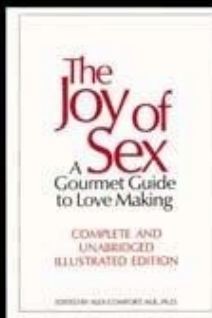
Beloved (1987, Bantam, CA). Banned from the library for "sexual content and for parts of the book dealing with sex."



The Pentagon Papers (1971, Bantam). Banned for "sexual content and for parts of the book dealing with sex."



The Satanic Verses (1988, Bantam, NY). Banned for "sexual content and for parts of the book dealing with sex."



The Joy of Sex (1976, Bantam, NY). Banned for "sexual content and for parts of the book dealing with sex."



Catch-22 (1954, Bantam, NY). Banned for "sexual content and for parts of the book dealing with sex."

If we set
BOOKS free
BOOKS
CAN SET
US FREE

Banned Books Week
September 22-28, 2024

#SetBooksFree

American Booksellers Association, American Booksellers for Free Expression (ABFE), Copyright 2024.

Banned in the USA
2023-2024
Beyond the Shelves



GHS

GARCIA HERNÁNDEZ SAWHNEY LLP



Thuy Thi Nguyen

- ❖ Partner, Garcia Hernández Sawhney, LLP
- ❖ Legal Counsel, Oakland Police Commission (citizen oversight)
- ❖ Pro Bono Legal Counsel, Black Caucus
AACCCT, African American CA Community College Trustees

Previously:

- ❖ President, Foothill College
- ❖ Interim General Counsel, CA Community Colleges Chancellor's Office
- ❖ Interim President/CEO, Community College League of California (CCLC)
- ❖ General Counsel & Acting Vice Chancellor for HR, Peralta CCD
- ❖ Practiced School Desegregation Law (incl. Court Monitor Team, San Francisco USD Desegregation Consent Decree)

Education:

- ❖ J.D., UCLA School of Law
- ❖ B.A. in Philosophy, Yale University



Diversity Benefits Students

Studies prove the educational benefits of a diverse community college faculty.

Narrowing achievement gaps by **19-51%**

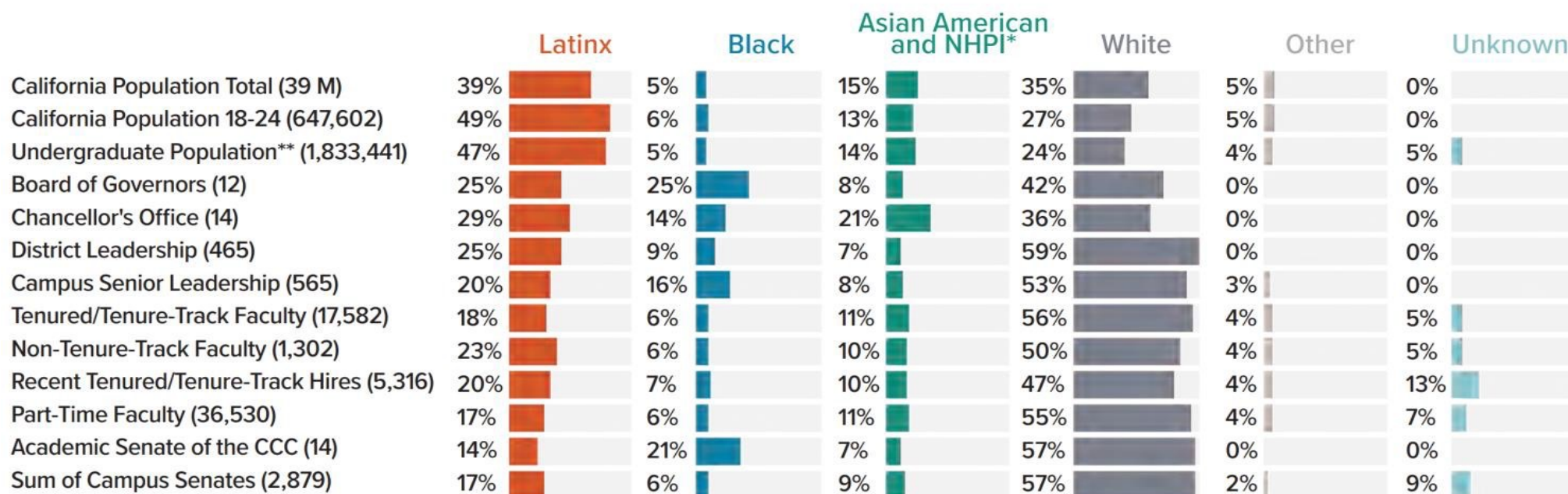


Fairlie, R. W., Hoffman, F., Oreopoulos, P. (2014). *A Community College Instructor Like Me: Race and Ethnicity Interactions in the Classroom*. American Economic Review

Using Data: Faculty Diversity

Although Latinx students make up the biggest proportion of the student population at community college campuses (47%), only 20% of campus leaders and 18% of tenured/tenure-track faculty are Latinx.

Figure 10. California Community Colleges Populations by Race/Ethnicity (2021-2022).



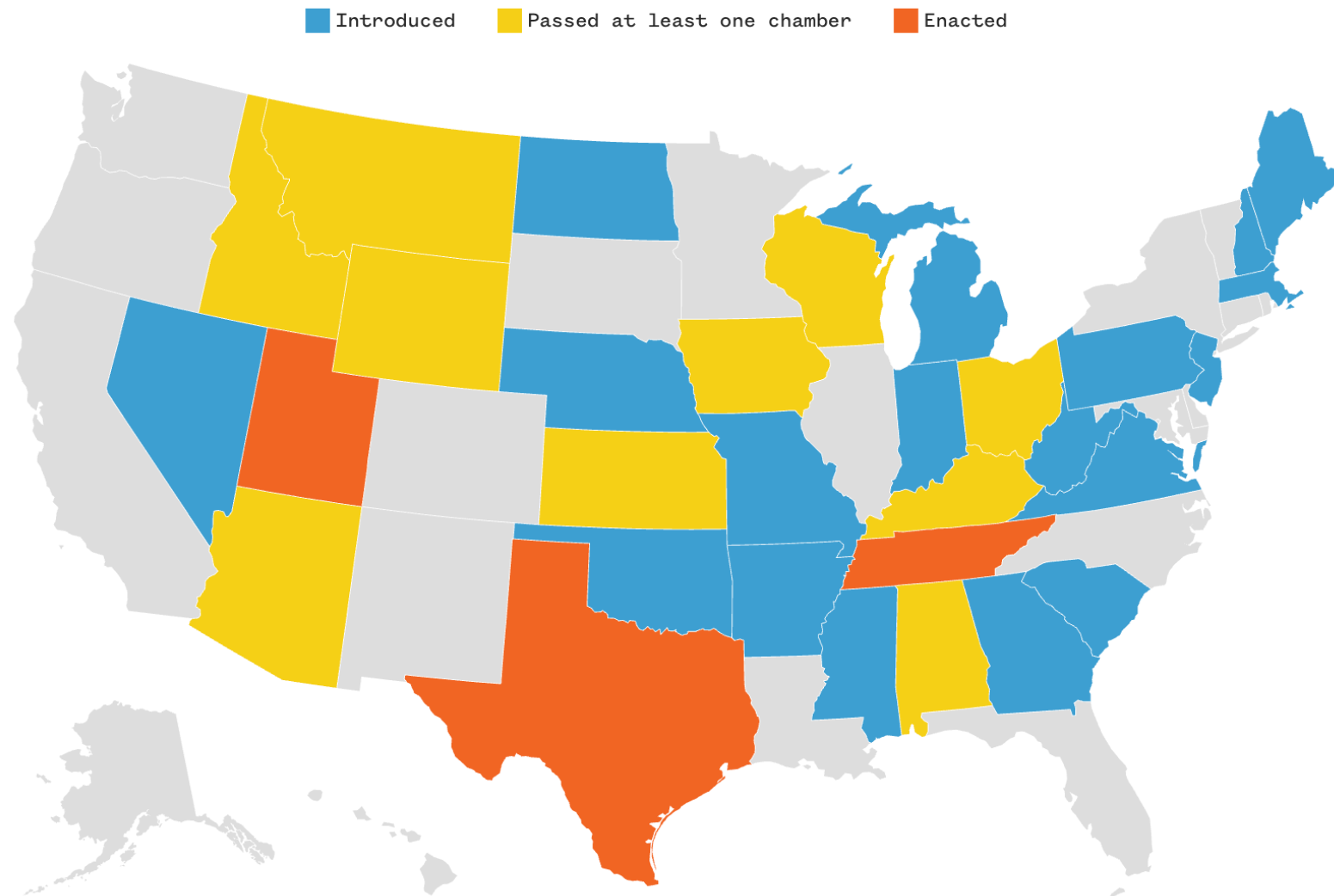
*Native Hawaiian and Pacific Islander

**2021-2022 enrollment

Data Source: Data for population from US Census, undergraduate enrollment from system dashboards, faculty from IPEDS, other data from research team analyses

Which states have introduced anti-DEI bills?

More than 30 states have introduced bills banning or limiting DEI initiatives during their current legislative session.



Notes: Data as of March 20.

Source: NBC News analysis of Plural Policy data

Graphic: Nigel Chiwaya and Catherine Allen / NBC News

Project 2025 on DEI



*"The next conservative President must make the institutions of American civil society hard targets for woke culture warriors. This starts with deleting the terms sexual orientation and gender identity ("SOGI"), **diversity, equity, and inclusion ("DEI")**, gender, gender equality, gender equity, gender awareness, gender-sensitive, abortion, reproductive health, reproductive rights, and any other term used to deprive Americans of their First Amendment rights out of every federal rule, agency regulation, contract, grant, regulation, and piece of legislation that exists."*

Transparency Around Program Performance and DEI Influence

The next President should issue a series of executive orders requiring:

- **An accounting of how federal programs/grants spread DEI/CRT/gender ideology,**
- **A review of outcomes for GEAR UP and the 21st Century grants programs,**

— 358 —

The current system is not working. A radical overhaul of the HEA's accreditation requirements is thus in order. **The next Administration should** work with Congress to amend the HEA and should consider the following reforms:

- **Prohibit accreditation agencies from leveraging their Title IV gatekeeper role to mandate that educational institutions adopt diversity, equity, and inclusion policies.**
- **Protect the sovereignty of states to decide governance and leadership issues for their state-supported colleges and universities by prohibiting accreditation agencies from intruding upon the governance of state-supported educational institutions.**
- **Protect faith-based institutions by prohibiting accreditation agencies from:**
 1. **Requiring standards and criteria that undermine the religious beliefs of, or require policies or conduct that conflict with, the religious mission or religious beliefs of the institution; and**

Parental Rights in Education and Safeguarding Students

- **Federal officials should protect educators and students in jurisdictions under federal control from racial discrimination by reinforcing the Civil Rights Act of 1964 and prohibiting compelled speech.** Specifically, no teacher or student in Washington, D.C., public schools, Bureau of Indian Education schools, or Department of Defense schools should be compelled to believe, profess, or adhere to any idea, but especially ideas that violate state and federal civil rights laws.

By its very design, critical race theory has an “applied” dimension, as its founders state in their essays that define the theory. Those who subscribe to the theory believe that racism (in this case, treating individuals differently based on race) is appropriate—necessary, even—making the theory more than merely an analytical tool to describe race in public and private life. **The theory disrupts America’s Founding ideals of freedom and opportunity. So, when critical race theory is used as part of school activities such as mandatory affinity groups, teacher training programs in which educators are required to confess their privilege, or school**

assignments in which students must defend the false idea that America is systematically racist, the theory is actively disrupting the values that hold communities together such as equality under the law and colorblindness.

- **As such, lawmakers should design legislation that prevents the theory from spreading discrimination.**
- **For K–12 systems under their jurisdiction, federal lawmakers should adopt proposals that say no individual should receive punishment or benefits based on the color of their skin.**
- **Furthermore, school officials should not require students or teachers to believe that individuals are guilty or responsible for the actions of others based on race or ethnicity.**

Educators should not be forced to discuss contemporary political issues but neither should they refrain from discussing certain subjects in an attempt to protect students from ideas with which they disagree. Proposals such as this should result in robust classroom discussions, not censorship. At the state level, states should require schools to post classroom materials online to provide maximum transparency to parents.

- **Again, specifically for K–12 systems under federal authority, Congress and the next Administration should support existing state and federal civil rights laws and add to such laws a prohibition on compelled speech.**

In May 2022, the California Community Colleges Board of Governors approved diversity, equity, inclusion, and accessibility (DEIA) regulations requiring all community college professors to incorporate the state's views on DEIA into their teaching.

On August 17, 2023, FIRE filed suit on behalf of six professors in the State Center Community College District against California Community Colleges state officials and district officials in State Center Community College District, seeking to halt the state's unconstitutional rules and the district's enforcement of the rules through its faculty contract. FIRE filed the related motion for preliminary injunction on August 23, 2023.

The DEIA Rules mandate viewpoint conformity, compel professors to teach and preach the State's perspective on DEIA, impose a prior restraint on the sharing of contrary views, and subject professors to an array of overbroad, vague, and arbitrary requirements.

Professors must "acknowledge" that "cultural and social identities are diverse, fluid, and intersectional," and "advocate for and advance DEI and anti-racist goals and initiatives" including "participating in DEI groups, committees, or community activities that promote systemic and cultural change to close equity gaps and support minoritized groups." Local college districts are required to evaluate faculty performance and tenure review based on their embrace and use of the state's views on DEIA.

But the government may not impose political or ideological litmus tests on college faculty as a condition of employment or advancement. The First Amendment protects the right of college faculty to teach and speak free from state interference. The DEIA regulations unconstitutionally compel professors to embed and endorse contested ideological views in their academic activities and restrict expression of contrary views through an array of overbroad, vague, and arbitrary requirements.

SUPREME COURT OF THE UNITED STATES

Nos. 20–1199 and 21–707

STUDENTS FOR FAIR ADMISSIONS, INC.,
PETITIONER

20–1199

v.

PRESIDENT AND FELLOWS OF
HARVARD COLLEGE

ON WRIT OF CERTIORARI TO THE UNITED STATES COURT OF
APPEALS FOR THE FIRST CIRCUIT

STUDENTS FOR FAIR ADMISSIONS, INC.,
PETITIONER

21–707

v.

UNIVERSITY OF NORTH CAROLINA, ET AL.

ON WRIT OF CERTIORARI BEFORE JUDGMENT TO THE UNITED
STATES COURT OF APPEALS FOR THE FOURTH CIRCUIT

[June 29, 2023]

CHIEF JUSTICE ROBERTS delivered the opinion of the
Court.

In these cases we consider whether the admissions systems used by Harvard College and the University of North Carolina, two of the oldest institutions of higher learning in the United States, are lawful under the Equal Protection Clause of the Fourteenth Amendment.



GARCIA HERNÁNDEZ SAWHNEY LLP

Proposition 209

Our “Why”

Race-Neutral

“Race-Conscious?”
“Race-Based?”

Race-Based that violates
Prop 209



SCOTUS

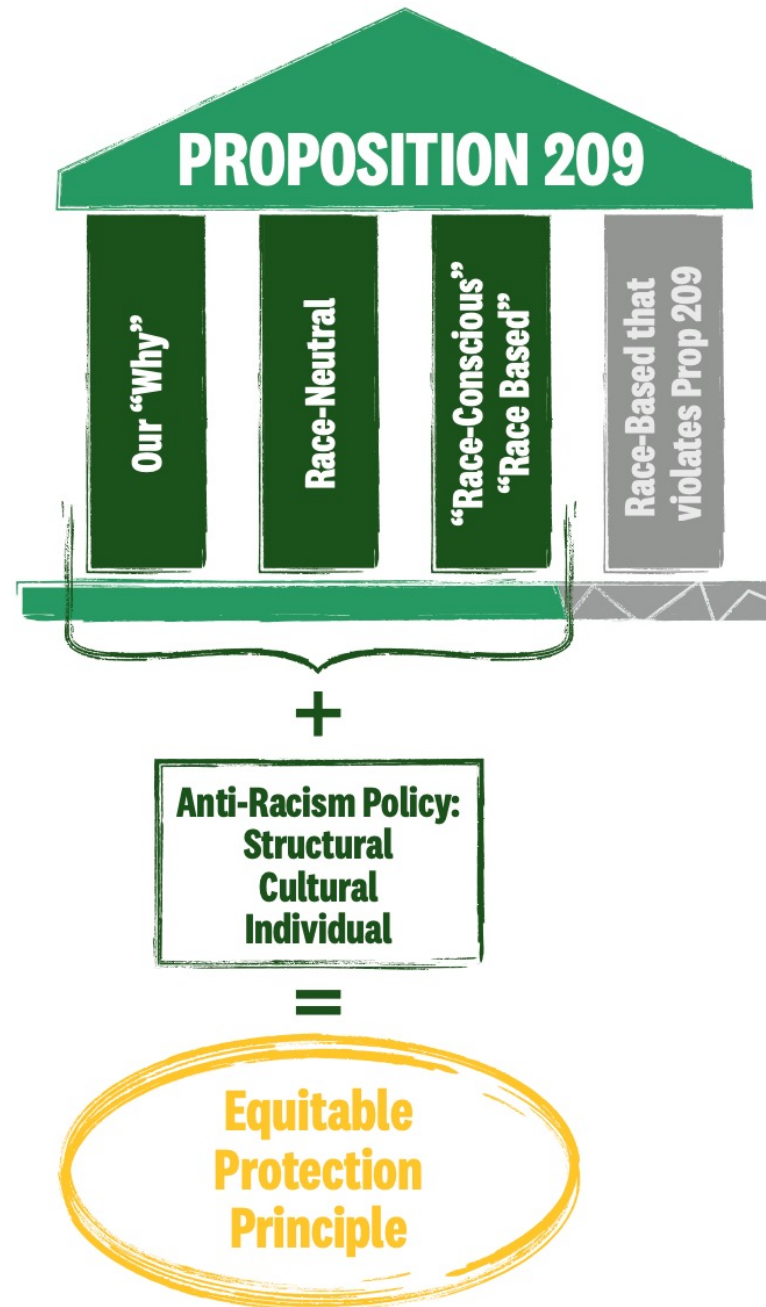
Compelling Interest

Race-Neutral

Race-Based

Race-Based that violates
Equal Protection Clause
“Strict Scrutiny”

A New Framework



THE EQUITABLE PROTECTION PRINCIPLE

**HOW CALIFORNIA COMMUNITY
COLLEGES CAN MAKE PROGRESS
TOWARD RACIAL EQUITY IN
TODAY'S LEGAL CLIMATE**

Thuy Thi Nguyen, J.D.

Partner, Garcia Hernández Sawhney, LLP

USC Race and Equity Center



July 2023

USC Race & Equity Center's *Equity Leadership Alliance*

1	Alamo Colleges District	Glendale College	Ohio State University		
2	American River College	Golden West College	Orange Coast College		
3	Antelope Valley College	Grossmont College	Oxnard College		
4	Arizona State University	Hartnell College	Pasadena City College		
5	Bakersfield College	LA Harbor College	Peralta Community College District		
6	Baruch College (CUNY)	L.A. Pierce College	Peralta/Laney College		
7	Butte College	LA City College	Pomona College		
8	Cabrillo College	LA Harbor College	Rancho Santiago Community College District		
9	Calbright College	LA Mission College	Rio Hondo College		
10	Career Ladders Project	LA Pierce College	Riverside City College		
11	Community College of San Francisco	LA Valley College	Saddleback College		
12	Central Washington University	Laney College	Saint Mary-of-the-Woods College		
13	Cerritos College	Lassen College	San Bernardino Community College District		
14	Chabot College	LBUSD	San Diego Mesa College		
15	Chaffey College	Long Beach City College	San José City College		
16	Citrus College	Long Island Business Institute	San Jose State University		
17	Clovis Community College	Los Angeles City College	San Jose/Evergreen CCD		
18	College of Alameda	Los Angeles Harbor College	Santa Monica College		
19	Coaumnnes River College	Los Angeles Mission College	Santa Rosa Junior College		
20	College of the Canyons	Los Angeles Pierce College	SB Community College District		
21	College of the Desert	Los Angeles Southwest College	SDSU		
22	College of the Siskiyous	Los Angeles Trade-Technical College	Sierra College		
23	Colorado State University	Los Angeles Valley College	Solano Community College		
24	Compton College	Los Medanos College	Southern California Public Radio		
25	CSU Fullerton	Los Rios Community College District	Southwestern College		
26	Contra Costa CCD	Luster Higher Ed Group	State Center Community College District		
27	Cosumnes River College	MA Department of Higher Education	Umoja-Affirm		
28	County of Santa Clara	Madera Community College	University of Botswana		
29	Crafton Hills College	Mendocino College	University of Louiscille		
30	CSUN	Merritt College	University of Pittsburgh		
31	Cuyamaca College	Mesa College	University of South Carolina		
32	Cypress college	Mission College	University of Southern California		
33	De Anza College	Modesto City Schools	University of Texas, Arlington		
34	Diablo Valley College	Monterey Peninsula College	USC		
35	East Los Angeles College	Moorpark College	UT Arlington School of Social Work		
36	El Camino College	Moreno Valley College	Ventura County Community College District		
37	ELAC	Mount Saint Mary's University	Victor Valley College		
38	Evergreen Valley College	Mt San Jacinto College	West Los Angeles College		
39	Foothill College	Mt. SAC	West Valley Mission College District		
40	Foundation for CCC	Napa Valley College	WestEd		
41	Fresno City College	Nevada State College	Woodland Community College		
42	Fullerton College	Norco College	Young Invincibles		
43	Gavilan College	North Orange County CCD	Yuba College		

The Equitable Protection Principle

	<i>Structural</i>	<i>Cultural</i>	<i>Individual</i>
<i>Our “Why” Compelling Interest</i>			
<i>Race-neutral</i>			
<i>Race-conscious</i>			

The unexamined life is not worth living.

The unexamined system is not worth perpetuating.



Closing Thoughts

CEO Perspective
&
Trustee Perspective



GARCIA HERNÁNDEZ SAWHNEY LLP

BLACK CAUCUS E-CONVENING

Let's Caucus with the Black Caucus

Anti-DEIA/SCOTUS
Affirmative Action Impacts Racial Equity

{ Part 2 from
CCLC Panel }

December 11, 2024 | 6:00 PM - 7:00 PM

Zoom link below or scan

<https://tinyurl.com/part2cclc>



[JOIN HERE](https://tinyurl.com/part2cclc)



GARCIA HERNÁNDEZ SAWHNEY LLP

DISCUSSION