

# Diversity, Equity, and Inclusion

2021 Report

## COM Equity Statement

College of Marin Equity Statement College of Marin is committed to cultivating a proactively supportive, inclusive, and accountable environment where equity, anti-racism, and social justice is valued, centered, and practiced; and where students and employees experience a sense of belonging in the classroom, workplace, and greater campus community. Understanding the historic and current impacts of systemic white supremacy in education, we are invested in the advancement of communities who are disproportionately impacted by these inequalities. We continue to focus on initiatives and practices that are student centered and dismantle barriers to build access to learning, participation, and success. We are dedicated to the engagement and elevation of collective solidarity among students and employees, rooted in intersectionality and justice. College of Marin recognizes this work is critical and ongoing and that equitable action and progress benefits us all.

*Drafted by: Inclusion, Diversity, Equity, Action (IDEA) Council – May 2021*

## EQUITY

Recognizing the historical and systemic disparities in opportunity and outcomes and providing the resources necessary to address those disparities.

Source: [COM Educational Master Plan 2019-2022 / Strategic Plan 2019-2022](#)

## EQUITY-MINDED

The perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American education.

Source: [COM Educational Master Plan 2019-2022 / Strategic Plan 2019-2022](#)

## EQUITY EMP GOAL 1

Decrease toward elimination of existing racial equity gaps at the College, with the goal of eliminating gaps by the conclusion of the EMP in 2025.

## EQUITY EMP GOAL 2

Hire, support, and retain equity-minded employees reflective of the diversity of the student body and expect all College employees to approach their work with equity-mindedness.

## EQUITY EMP GOAL 3

Given that Marin County's stark racial inequities are intertwined with the College's ability to achieve its mission, be a leader in promoting equity throughout the county.

Our [first ever Equity Summit on February 19, 2021](#) served as an opportunity to learn more about the goals and strategies our departments and programs were doing to advance our diversity, equity, inclusion and anti-racism agenda at COM. There continues to be a need to document these efforts, as it will help us to continue to develop, collaborate, and learn from each other as we work towards the greater goal to dismantle structural white supremacy in higher education.

As part of our continuous efforts to advance our diversity, equity, inclusion and anti-racism agenda at COM, each of the equity programs and initiatives at the College provided a summary on how they fulfilled our mission using the 9-point anti-racism plan from academic year 2020 to 2021.

### COM Equity Programs and Initiatives

Academic Senate

EOPS/CARES/CalWORKs

Equal Employment Opportunity Advisory Council

Faculty Diversity Internship Program (FDIP)

Guidance, Resources, Integration, and Transformation Committee (GRIT)/Guided Pathways

Human Resources

Inclusion, Diversity, Equity, Action Committee (IDEA)

Library Services

Professional Learning Community

Psychological Services

Puente Program

School and Community Partnerships (COMPASS/Summer Bridge)

STEM Learning Community

Student Accessibility Services

Student Activities and Advocacy

Umoja/Umoja Equity Institute

USC Racial Equity Leadership Alliance

## Superintendent/President's 9-Point Anti-Racism Plan

1. Continually acknowledge structural racism with the COM Board of Trustees, superintendent/president's cabinet, employees, and students.

### *ACADEMIC SENATE*

At the heart of our new Program Review model is a frank look at disaggregated data and structured opportunities to engage in meaningful discussions around this data and its effect on the discipline. Thus, by its very nature it ensures that we, as a community, not only acknowledge, but work towards dismantling, structural racism.

### *EOPS/CARES/CalWORKs*

Our programs acknowledge structural racism in the following ways:

- Structural racism is a likely contributor to the low-income status of the students of color served by the programs
- The programs perform targeted outreach to students who have likely been affected by structural racism

#### *EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COUNCIL*

- Presented EEO plan in March/April 2021 to Board of Trustees, Academic Senate, Classified Senate, IDEA and GRIT outlining hiring needs and improvements that can be made to the internal interview and selection process to align with EEO goals
- Equity Goal 2: hiring processes prioritize the hiring of equity-minded employees who understand and take ownership of racial equity gaps
- Action Step 1.4 of Equity Goal 2: EEO representatives are present during screening committee meetings (*in progress and priority for 21-22*)

#### *FACULTY DIVERSITY INTERNSHIP PROGRAM (FDIP)*

By its very nature, the Faculty Diversity Equity Program (FDIP) continually acknowledges structural racism in our community by endeavoring to open up greater opportunities for future faculty of color, to ensure our historically disadvantaged students sees themselves represented in front of the classroom, and to allow for more diverse and culturally responsive pedagogy.

- FDIP intentionally recruits for diversity
- Intern presence in the classroom = representation
- Centering Equity in Curriculum Workshop series (interns and mentors)

#### *GUIDANCE, RESOURCES, INTEGRATION, AND TRANSFORMATION COMMITTEE (GRIT)/GUIDED PATHWAYS*

- GRIT developed institutional outcomes and guiding questions that focused on disrupting systemic racism and addressing anti-blackness for the Noninstructional Program review process.
- GRIT is now reviewing both Instructional Program Review and Noninstructional Program review reports for issues around equity and barriers that prevent access and success.
- To ensure implementation of COM's Student Equity Plan, GRIT invited representatives from departments and programs to report on their work associated with the Student Equity Plan to provide accountability and support.
- GRIT/Student Equity Plan Discussion Meeting Schedule
  - **2/10/2021: Welcome & Enrollment Processes:** Enrollment Services, Counseling, Outreach
  - **2/24/2021: Transfer & Attainment:** Transfer, Career, Advancement, Counseling, Outreach
  - **3/10/2021: Increased Services:** Enrollment Services, Health Services, Counseling, Bookstore, Student Activities & Advocacy, SAS
  - **4/14/2021: Completion of Transfer level Math & English:** Educational Success, Outreach, English, Math, Academic departments, Tutoring & Learning, PRIE, Student Activities & Advocacy, Professional Learning, SAS
  - **4/28/2021: Retaining Students/Academic Probation Support:** Educational Success, Counseling, EOPS, Student Activities & Advocacy, IT, SAS, Enrollments Services, Student Services, Deans/Directors
  - **5/12/2021: Retaining students and support:** Learning communities, EOPS, Counseling, SAS, Student Activities & Advocacy

## *HUMAN RESOURCES*

In July 2021, the newly elected Board of Trustees of Marin Community College District received training on Equal Opportunity Employment Laws & Policies, Hiring Process, Equity, and Best Practices for Bias Awareness.

In Fall 2021, the Marin Community College District (MCCD) continued to certify that all District employees have received the necessary and mandated trainings as required by law in fulfilling essential trainings. Before serving on a recruitment and screening committee, Title 5, § 53020 (c) requires all individuals to be trained on the elimination of bias in hiring and employment. When thinking about diversity, equity, and inclusion in the workplace, chances are, most individuals tend to see themselves as good-intentioned, equity-minded, and fair-minded people. However, we all have unconscious/implicit biases that affect how we live and work in the world. The presentation covered the following:

- Key DEI Definitions
- Equal Employment Opportunity Laws
- Board Policies and Procedures
- How Diversity, Equity, and Inclusion make the workplace better
- Understanding our biases
- Types of unconscious/implicit Biases in the workplace
- The impact of biases in the workplace and how to interrupt them
- Best practices in serving on a screening committee

Also see response to Point 7.

## *INCLUSION, DIVERSITY, EQUITY, ACTION COMMITTEE (IDEA)*

- IDEA along with Equal Employment Opportunity Advisory Council created this 9-Point Plan with the goal of institutionalizing the focus and centering of dismantling structural racism.
- Ongoing meetings with Superintendent/President that include checking in on the status of this continual practice with the Board of Trustees and Presidential Cabinet.
- Develops trainings and workshops for students, staff, and faculty that centers this acknowledgment and transformation.

## *LIBRARY SERVICES*

The COM Library acknowledges that structural racism impacts students by:

- Contributing to low-income status.
- Contributing to first-generation status upon entering college.
- Impairing access to necessary resources at home, such as Internet/Wi-Fi, technology, and textbooks.
- Limiting representation of BIPOC perspectives in education, media, and mainstream sources of information.

## *PROFESSIONAL LEARNING COMMITTEE*

The PLC's charge is to support the College Mission, institutional plans, and initiatives, and to plan and recommend professional learning to further these goals. Our desire is to build partnerships with the College's committees and groups, including IDEA, UEI, HR, EOPS, Psychological Services, SAS, Puente,

COMmunity Hour, the STEM learning community, and others, to curate and promote equity-minded, antiracist, and wellness activities. Since August 16, 2021, COM employees have completed more than **1,400 hours of professional learning** related to antiracism, equity, and self/community care.

In spring 2021, the PLC discussed employee experience since the COVID-19 shutdown and moved to remote work and instruction, including challenges faced and lessons learned, with a particular focus on issues of equity and wellness. Then, we adopted the Flex/PL theme, *Moving Forward Together*, for AY 2021-22. Our goal is to support our colleagues and students, acknowledging that this crisis has disproportionately affected certain groups, and sound a hopeful note as we move forward together.

The [Fall 2021 Flex Week program](#) offered multiple sessions which specifically acknowledged structural racism. All Flex/PL activities are open to the COM Board of Trustees, management, faculty, and staff.

As part of our PL planning for the year, the PLC reviewed proposals for featured speakers who could address our PL theme and issues of anti-racism, equity, and inclusion and recommended three speakers for AY 2021-22:

- Dr. Ali Michael, recommended by the IDEA Committee. She presented *Antiracism & Community Building: Moving Forward Together* on Tuesday, August 17, 2021.
- John A. Powell, Director, Othering & Belonging Institute UC Berkeley, recommended by faculty and staff from Psychological Services and Student Accessibility Services. He presented our convocation keynote address, *Building Belonging in a Time of Othering*, on Wednesday, August 18, 2021.
- Dr. Jeff Duncan-Andrade, professor in the education department at San Francisco State University, recommended by EOPS staff. He will present our spring 2022 convocation keynote address. Working title: *Growing Roses in Concrete*

To build on the message of these speakers, we requested proposals for fall 2021 Flex Week sessions which, among other considerations, would:

- Cultivate an inclusive and equitable environment in the classroom and throughout the COM community

#### *PSYCHOLOGICAL SERVICES*

- Provided the Board of Trustees with a Mental Health Brief (December 2020) specifically highlighting Psychological Services and Umoja *Equity in Mental Health* work centering the mental health needs and experiences of students, faculty, and staff of color (*follow up report to be provided October 2021*).
- Equity in Mental Health Series provides mental health programs which focus specifically on the mental health experiences and needs of people of color and the impact of racism: **The Colors of My Mind: Perspectives on Mental Health by a Queer, Latinx Feminist** (October 2020) - approx. 30 students, faculty, staff, and community members attended; **Meditation for Liberation** (November 2020) - 5 faculty and staff attended; **Black+Mental Health+Matters** (March 2020) - approximately 40 students, faculty, and staff attended; **Call to Courage**: A weekly series for BIPOC students (black, indigenous, and people of color) which provides a deeper understanding of how race, class, and health affect student lives,

communities, and educational experiences (Fall 2020; Spring 2021; Fall 2021) - approx. 20 attendees, LGBTQIA2S + support group (Fall 2021)

- Trauma Transformative Practices flex workshops (Spring 2021; Fall 2021)
- Art with Impact partnership hosting mental health events highlighting experiences of people of color (3 workshops in Fall 2021, approximately 55 students attended so far): <http://www1.marin.edu/event/movies-mental-health-0>
- Collaboration with ASCOM to better reach and meet the needs of students of color

#### *SCHOOL AND COMMUNITY PARTNERSHIPS (COMPASS/SUMMER BRIDGE)*

- The core work of School and Community Partnerships (SCP) is centered in providing community-wide access, opportunity, and support with a specific focus on 1<sup>st</sup> generation, under-represented/resourced students.
- Our focus is codified in the Strategic and Educational Master Plan which identifies key areas such as K-12 partnerships, concurrent enrollment, specific communities such as Marin City and the Canal neighborhood in San Rafael.
- Programs such as Summer Bridge overwhelmingly serve students of color in terms of pure numbers (116 out of 130 in the 2021 program) but also addressed the pressing need for an intensive/accelerated 6-week ESL section with 23 students.
- Our COMPASS Program currently serves 273 students in three local high school sites, with 85% reporting as students of color. Of the 56 graduates in the Class of 2021, 34 (61%) enrolled as First Time College students at COM this Fall as full scholarship students (all are students of color). The rest of the graduates went directly to 4-year colleges.
- We are planning a series of school district convenings to co-develop an equity-centered dual enrollment culture/system which will inform our work and the President's Annual Administrators Breakfast Meeting in the Spring as well as the Counselors' Conference.

#### *STEM LEARNING COMMUNITY*

##### *STEM Speaker Series*

- Co-sponsored Zoom-based speaker series with 8-10 black/brown/first-gen female scientists. Introduced scientists in an intimate way to the challenges faced and resources discovered by this distinct group of scientists
- Genentech Speaker Collaboration - Advised and met with research scientists and community partners employed at Genentech to design an April 2021 equity-minded speaker panel involving internationally-based black/brown/first-gen scientists.
- Umoja Equity Institute Speaker Series - Co-sponsored September 2021 "Show up for the Earth" speaker to challenge students' race and ethnicity-defined constructs of "wilderness" and "interacting with nature".

##### *Black History Month Events*

- February 2020 – "Hidden Figures" Movie Night - acknowledge the racist and sexist historical policies and behaviors inherent in the structure of scientific research organizations like NASA
- February 2021 – Invited African-American Female STEM scientists and administrators to discuss their particular challenges; recorded talks made available to students in Canvas.

### STUDENT ACCESSIBILITY SERVICES

- All professional development programs for faculty and staff speak from an access-centered, disability justice lens “**Access-Centered** means radically centering intersectional access – We think of access not only in regards to disability but all of our identities (race, class, gender, sexuality, size, language, immigration status, etc.). We believe that offering this kind of space, language, and culture gets us closer to access that is rooted in love, connection, and liberation of all beings”.
- Utilize a holistic approach to working with students acknowledging the intersection between disability and race and impact of being multiply marginalized in higher education spaces.

### STUDENT ACTIVITIES AND ADVOCACY

- The Equity and Activities Coordinator is the Chair of the IDEA Committee and Director of Student Activities and Advocacy serves on the IDEA Committee. In this capacity, they periodically meet with the Superintendent/President to discuss IDEA Committee progress, the nine-point plan, strategies and initiatives to further the equity and anti-racism agenda at COM, and provide student centered programs that focus on centering historically marginalized populations.
- The Equity and Activities Coordinator and Director of Student Activities and Advocacy support the Superintendent/President with memos and resolutions that focus on dismantling white supremacy and oppressive practices.
- The Equity and Activities Coordinator led a talk about race with the Superintendent/President for the kickoff of the spring 2021 town hall.
- The fall 2021 ASCOM training focused on understanding anti-racism practice and considering how white supremacy impacts higher education and individual experience, and one’s responsibilities to dismantle structural oppression.
- See additional student-centered efforts in the following table.

Student Activities and Advocacy	ASCOM	Clubs
COMchella – Coco Pella (Feb.)	Microaggressions in the classroom (Feb.)	Socialism + Social Justice (April) (Students for Social Justice)
LGBTQ+ Support Group (Feb.)	Black History Month – History of Jazz (Feb.)	
Womxn of Color Café AfroFuturism (Feb.)	Community Conversations: Condemning Hate, Advancing Justice (April)	
COMchella – Jennifer Johns (March)	Microaggressions in the classroom (Oct.)	
COMchella – Eki’Shola (April)	Latinx Heritage Month (Oct)	
Black Student Success Week (April 26-30)	Día de los Muertos (Nov.)	
Womxn of Color Café (April)		
LGBTQ+ Brave Space Training (Fall Flex – August)		
Understanding White Supremacy: What Does It Have To Do With Me? (Fall Flex – August)		
COM LGBTQA2S+ Support Group (September)		

### *UMOJA/UMOJA EQUITY INSTITUTE*

During Spring 2021, Umoja facilitated the following activities through our focus areas of Faculties Community in Practice and High School to COM efforts:

- Engagement meetings with Mill Valley DEI Task Force
- Convocation Spring 2021 Keynote Presentation with Trap the Vote. In Partnership with President's Cabinet & Professional Learning.
- Art for Justice: Emory Douglas & the Black Panthers. In Partnership with the Communication and Fine Arts & Architecture Departments
- Microaggressions Workshop
- Equity presentation at Sleep Hollow Presbyterian Church on August 8, 2021
- Umoja Conference November 4 - 6, 2021 to include COM student participants
- Moderated virtual discussion with members of Equity, Outreach and Advocacy Committee, Marin County Commission on Aging (Spring 2021)
- Moderated virtual discussion with dr. john powell, in partnership with the Marin Office of Equity on August 24, 2021.

### *Equity in Mental Health, In Partnership with COM Psychological Services*

- The Colors of My Mind: Mental Health Perspectives by the Queer, Latinx Feminist Dior Vargas
- Perspectives from the Field – 5-part series featuring mental health professionals
- Call to Courage: BIPOC Centered Series
- Equity in Wilderness & Nature Series:
  - Liberation through Nature for BIPOC with Phoenix Smith (Spring 2021)
  - Yoga for the Rest of Us: Yoga as a Tool of Liberation for BIPOC with Satya La Paz (Spring 2021)

**New for 2021-22:** Plan and implement inaugural Equity in Mental Health Regional Symposium

### *USC RACIAL EQUITY LEADERSHIP ALLIANCE*

The College engaged with USC Racial Equity Leadership Alliance in September 2020 and sent cohorts to participate in the California Community College Racial Equity Leadership Alliance e-Convening Series. Each cohort included faculty, staff, and administrators. On October 12, 2020, a cohort participated in an e-Convening about [Understanding and Addressing Implicit Bias](#) and another cohort attended the [Understanding and Confronting Anti-Black Racism](#) workshop on November 12, 2020.

## **2. Center the healing and collective care for Black and African American students and employees.**

### *EOPS/CARES/CalWORKs*

- The programs provide over and above services, including financial support, to those students to give them greater opportunities to reach their educational goals.

- The programs center the healing and collective care for Black students by performing targeted outreach and supportive services, and partnering with local and community organizations such as Umoja, the CDC, the County and other non-profit agencies.

#### *FACULTY DIVERSITY INTERNSHIP PROGRAM (FDIP)*

While FDIP is not specifically designed as an affinity group, the nature of our work and the goals of the program ensure that we are continuing to advance the important conversations around race and equity as they manifest themselves in the needs and opportunities of the classroom.

- Ongoing examination of pedagogy
- Workshops designed around DEI in the classroom

#### *GUIDANCE, RESOURCES, INTEGRATION, AND TRANSFORMATION COMMITTEE (GRIT)/GUIDED PATHWAYS*

GRIT's development and work with the Student Equity Plan included support for the growth of peer mentoring and the learning communities like Umoja. Umoja has been instrumental in presenting an Equity in Mental Health Speaker Series along with Psychological Services to center the healing and collective care of Black and African American students and employees.

#### *HUMAN RESOURCES*

See response to Point 5.

#### *INCLUSION, DIVERSITY, EQUITY, ACTION COMMITTEE (IDEA)*

- Developed the Community in Practice: Reflecting on Race and Engaging in Anti-Racism: A monthly workshop series for faculty and staff to cultivate support, engagement, and healing through reflection, dialogue, and practice. Through racial affinity spaces (Black and African American affinity space, Non-Black People of Color affinity space, and White affinity space), community learning and accountability around anti-racist practices that center the healing and solidarity with the Black community are practiced. The program aims to inform and empower faculty and staff to share this with their students and classrooms so that Black and African American students experience and needs continue to be centered and supported.
- Collaboration with IDEA and UMOJA Equity Institute (UEI). Every IDEA Meeting includes UEI discussions and collaborations.

#### *LIBRARY SERVICES*

The COM Library centers the healing and collective care for Black and African American students and employees by:

- Removing overdue fines, which disproportionately impact historically underserved communities, for books and other items during pandemic (2020 and ongoing)
- Partnering with the COM CARE Team and IT Department to begin [loaning technology \(laptops and Wi-Fi hotspots\)](#) that students may keep as long as they are enrolled at the College (2020-ongoing)
- Offering programming which celebrates and brings awareness to BIPOC perspectives and issues:
- [COMmon Read](#): COM's year-long shared reading program, which has focused on [immigration](#) (2021-22), [black women in STEM](#) (2017-18), and [undocumented immigrants](#) (2015-16)

- [Voting Research Guide](#) and ongoing planning with the Marin County League of Women Voters: Events and resources aimed at increasing voting rates and civic engagement among students (2020-ongoing)
- [The Storming of the US Capitol: What Can We Do?](#) A three-part panel discussion series addressing racism and voter suppression as related to the January 6, 2021 storming of the US Capitol (2021)
- [Does My Voice Count? Voter Suppression Then and Now](#), a photography exhibit and discussion focusing on voter suppression from 1965 through the present (2019)

#### PROFESSIONAL LEARNING COMMITTEE

Our fall Flex program included these events which addressed healing and collective care:

- Dr. Ali Michael specifically dealt with issues related to African Americans. This included acknowledging systemic racism and showing how whites can support, include, and respect. Her books include: *The Guide for White Women Who Teach Black Boys* and *Raising Race Questions: Whiteness and Inquiry in Education*. She also edited *Everyday White People Confront Racial and Social Injustice: 15 Stories*.
- Community in Practice: Engaging in Anti-Racism at COM & Beyond, Friday, August 20, 2021 and ongoing.
- John A. Powell, author of *Racing to Justice: Transforming Our Conceptions of Self and Other to Build an Inclusive Society*.
- Organizational Culture: Using Trauma Transformative Principles to Understand & Improve the Campus Community by Larry Woodland

#### PSYCHOLOGICAL SERVICES

- Black+Mental Health+Matters workshop in partnership with Art with Impact (March 2021) – black mental health space with allied welcomed - <http://www1.marin.edu/event/black-mental-health-matters>
- Meditation for Liberation (November 2020) with Dr. Shelly Harrell - <http://www1.marin.edu/event/meditation-liberation>
- Call to Courage (Fall 2020; Spring 2021; Fall 2021) - <http://www1.marin.edu/event/call-courage> and <https://www.marinij.com/2020/12/14/college-of-marin-program-spotlights-race-isolation-pandemic-support/>

#### PUENTE PROGRAM

As we do for all our Black, Indigenous, People of Color (BIPOC) students in Puente, we work to get to know the whole student, including the ways in which they deal with oppression and how they continue to show resilience. Our pedagogy and our program work to provide an ethos of *cariño* (caring) in all aspects of the program, including for our BIPOC students.

- Womxn of Color Café is also a series that centers marginalized populations with regular focus on centering anti-racist practice.

#### SCHOOL AND COMMUNITY PARTNERSHIPS (COMPASS/SUMMER BRIDGE)

Our ongoing community-based outreach work, along with our Summer Bridge and COMPASS programs showcase the value of learning communities, and we highlight the Umoja (and other learning

communities) and its powerful community events. Members of our team participate in Umoja Equity Institute planning, advisory roles and campus events.

#### *STEM LEARNING COMMUNITY*

##### *Student Meetings*

- Met with African American STEM Learning Community students
- Referred them to Umoja and Counseling/Psych Services -i.e. Healing Space presentation

##### *Collaborations with Auxiliary Services and Other Learning Communities*

- PEER Mentorship Program with MAPS
- Closely aligned scheduling/referrals/speakers with Umoja Learning Community

#### *STUDENT ACCESSIBILITY SERVICES*

Engagement and support in the *Equity in Mental Health* initiative on campus which centers the needs and experiences of students of color

#### *STUDENT ACTIVITIES AND ADVOCACY*

The Equity and Activities Coordinator and Director of Student Activities and Advocacy co-facilitate the Non-Black People of Color staff/faculty space that centers understanding anti-Blackness, how non-Black POC perpetuate anti-Blackness, and how to dismantle anti-Blackness for the collective healing.

#### *UMOJA/UMOJA EQUITY INSTITUTE*

The Umoja Equity Institute has made strides to expand its support for Black and African American students to include service to their communities within Marin County. Through collaborative efforts with community members/leaders and K-12 school districts, the UEI is working to address areas issues that hinder racial equity within the county. Below are current UEI initiatives that relate to this:

- Sausalito Marin City School District STEM Project: In conjunction with Bayside MLK Jr. Academy teachers and administration, the UEI has planned a series of interactive science activities with the school's 8th grade students. Led by Dr. Antonino Cucchiara, a group of COM faculty, staff and students will lead hands-on, interactive activities that aim to spark the interest of students of color in the sciences. \*This project is in response to BMLK Academy not having a licensed science teacher on staff for several years, resulting in a severe gap in STEM learning for students\*
- BMLK NASA Day: The UEI is leading the planning effort to hold a NASA science day at Bayside MLK Jr. Academy in February 2022. It is our vision for the event to not just include students and their families, but the larger Marin City community. The goal of the event is to build upon the SMCSO STEM Project (outlined above) and expose students and the larger community to the viable career paths within the STEM field.
- Sausalito Marin City Desegregation Scholarship: The UEI played a pivotal role in the execution of the mandates outlined in the 2019 judgement filed against the SMCSO by the California District Attorney's Office. In partnership with 10,000 Degrees, the UEI created and administered the scholarship program required by the desegregation order.

**New for Fall 2021:** The following initiatives will be launched to support efforts of centering the healing and collective care of Black and African American students and employees

- Launch of the Umoja Mentoring Project, a collaboration of faculty and staff providing additional support to Umoja students
- Woman-To-Woman Mental Health Series, in collaboration is COM Psychological Services: student-centered discussions of mental health topics
- Revitalization of Umoja Village, a core feature of community for the Umoja student experience
- Continued Coordination with STEM Learning Center
- Program collaboration with Marin County Office of Equity

#### *USC RACIAL EQUITY LEADERSHIP ALLIANCE*

A cohort of faculty, staff, and administrators participated in the [Equity-Minded Student Support Services](#) e-convening on March 19, 2021.

### 3. Ongoing anti-racist training for the COM Board of Trustees, superintendent/president, cabinet, and employees.

#### *EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COUNCIL*

Training provided to Board of Trustees and employees via the screening committee training on unconscious and implicit bias.

#### *GUIDANCE, RESOURCES, INTEGRATION, AND TRANSFORMATION COMMITTEE (GRIT)/GUIDED PATHWAYS*

The Student Equity Plan supports professional learning for faculty around issues of equity and anti-racism as well as eliminating achievement gaps through the successful implementation of AB 705.

#### *Student Equity Plan*

- Provide professional development opportunities to share best practices in increasing student success and implementing AB 705 (IP 6.1. Action Step 1.4.)
- Focus equity flex activities on effective pedagogy, classroom management and teaching strategies for identified focused/targeted groups to address gaps (E.1.2. Action Step 1)

#### *HUMAN RESOURCES*

See response to Point 1.

#### *INCLUSION, DIVERSITY, EQUITY, ACTION COMMITTEE (IDEA)*

- IDEA researched, recommended, and met with Convocation speakers whose work is rooted in anti-racism and equity, including Cesar Cruz and Ali Michael, a mandatory session for all faculty and staff.
- All the Flex sessions offered from IDEA are opportunities for anti-racist learning for Board of Trustees, Presidential Cabinet, and employees; however, there appears to still be an opportunity for Board of Trustees and the Presidential Cabinet to take further advantage of many learning opportunities offered at COM, i.e. Ali Michael presentation, White Supremacy 101 flex session, monthly Community in Practices, etc.

#### *LIBRARY SERVICES*

The COM Library faculty and staff participate in anti-racist training on an ongoing basis through events such as:

- EEO/Diversity, Equity and Unconscious Bias Training (Flex Session, August 2021)
- Understanding White Supremacy: What Does it Have to Do with Me? (Flex session, August 2021)
- Building Belonging in a Time of Othering (Convocation Keynote, August 2021)
- CCC Equity Leadership Alliance Events:
  - Understanding & Addressing Implicit Bias (October 2020)
  - [Meaningfully Integrating Race Across the Curriculum](#) (December 2020)
- Umoja Equity Institute (ongoing):
  - Liberation through Nature for BIPOC, Umoja Community at College of Marin (2021)
  - Imadé Niboku of Depressed While Black, hosted by COM Umoja and Psychological Services (May 2020)
- [Educator, Activist, and Poet Ericka Huggins Speech at COM](#) (2018)

#### *PROFESSIONAL LEARNING COMMITTEE*

The PLC, in partnership with other groups, plans and/or promotes equity-related activities throughout the semester including a fall 2021 series with UEI and the Antiracism Community in Practice. In addition, with ProLearning and our partnership with the CCCC and the Vision Resource Center, COM Board of Trustees and employees have access to thousands of videos and online courses from the Chancellor's Office, LinkedIn Learning, Skillsoft, and more which offer training in equity, diversity, inclusion, and antiracism.

#### [Fall 2021 Antiracism, Equity, and Self/Community Care Flex Sessions](#)

#### *PSYCHOLOGICAL SERVICES*

Trauma Transformative Practices presented during January 2021 and August 2021 Faculty Flex week by Larry Woodland with Side by Side Youth Services.

#### *SCHOOL AND COMMUNITY PARTNERSHIPS (COMPASS/SUMMER BRIDGE)*

Our team participates in COM and community affinity groups and attends anti-racist workshops.

#### *STUDENT ACCESSIBILITY SERVICES*

See response to Point 1.

#### *UMOJA/UMOJA EQUITY INSTITUTE*

The Umoja Equity Institute & Umoja Learning Community Summer Retreats (June 15 & 29, 2021) enabled the creation of the following professional development opportunities for the COM community:

- Development of the **Showing Up Series**: A monthly series of staff, community, and student events designed to create dialogues on issues of race, equity and inclusion. The showing up series will offer flex credit through the offices of Professional Learning. The sessions include:
  - September 29, 2021: Showing Up for the Environment with Dr. Suzanne Pierre
  - October 29, 2021: Showing Up for History with Dr. Roxanne Dunbar Ortiz
  - November - To Be Announced

#### *USC RACIAL EQUITY LEADERSHIP ALLIANCE*

A cohort of faculty, staff, and administrators participated in an e-Convening about [Confronting Explicit Acts of Racism and Racial Violence on Campus](#) on February 18, 2021 and another cohort attended the [Accountability and Incentives for Advancing Racial Equity](#) on June 2, 2021.

#### 4. COM Police Department employees receive ongoing professional learning and training rooted in anti-racism.

##### *HUMAN RESOURCES*

The Executive Director of Human Resources serves as a member of the *Call to Action Task Force on Campus Police Reform*.

The work of the Task Force is part of a comprehensive, systemic effort to address the complexities of structural racism in a campus function that has been previously mostly an autonomous and distinct campus function. The driving imperatives of this work look to:

- *Establish **systemic campus policing reform***, not isolated practices, to fully address the need for cultural and practice changes that are consistent across the 116 college campuses.
- Advance recommendations that will ***enhance transparency*** in campus policing, so the campus community and police departments understand the impact of police student interactions on campus climate
- Integrate the centrality of student well-being and success in the campus police culture to develop **student-centered policies and practices** that result in campus police playing a role in student success.
- ***Center diversity, equity and inclusion principles*** in the campus policing reforms in order to develop campus policing culture and practices that reflect a commitment to the success of the campus's diverse student body

To make these imperatives actionable, the Task Force came together under the clear charge of the Chancellor's Office to make recommendations concerning:

1. Baseline policies and regulations related to on-campus policing that bring practices into alignment with campus cultures that center student success
2. Transparency of system and campus reporting on campus policing data and incidents to students and the public
3. Recruitment and hiring to promote diversity among campus police
4. Removal of police officers found to be unsuitable for on-campus employment
5. State-level support and resources that will enhance campus efforts to reform campus & community police practices and police personnel workforce reforms

##### *INCLUSION, DIVERSITY, EQUITY, ACTION COMMITTEE (IDEA)*

It is important that more COM Police officers and staff attend the many equity and anti-racist trainings and workshops year-round.

##### *PROFESSIONAL LEARNING COMMITTEE*

COM police department employees are active participants in our Flex/Professional Learning activities.

##### *USC RACIAL EQUITY LEADERSHIP ALLIANCE*

A cohort of faculty, staff, and administrators participated in an e-Convening about [Confronting Explicit Acts of Racism and Racial Violence on Campus](#) on February 18, 2021.

## 5. Advance anti-racist affinity groups.

### *ACADEMIC SENATE*

Program Review seeks to shine a light on our current curriculum and pedagogy so that faculty can honestly assess their practice. In addition, the support for these often-difficult conversations is built into the program through our Equity Facilitators who meet with each program individually and create space for the work.

### *HUMAN RESOURCES*

In fall 2021, HR will be facilitating the connection with the Marin Educator of Color Affinity Groups coordinators and College of Marin Affinity groups as an effort to further develop and institutionalize the affinity groups as key retention tools and opportunities to advance equity.

### *INCLUSION, DIVERSITY, EQUITY, ACTION COMMITTEE (IDEA)*

The IDEA committee founded, coordinates, and facilitates monthly anti-racist affinity groups through Community in Practice

### *LIBRARY SERVICES*

The COM Library helps advance anti-racist affinity groups by supporting COM's Umoja Program in the following ways:

Cross-promoting Umoja events on the COM Library website and attending these events. Examples include:

- Liberation through Nature for BIPOC, Umoja Community at College of Marin (2021)
- Imadé Niboku of Depressed While Black, hosted by COM Umoja and Psychological Services (May 2020)
- Educator, Activist, and Poet Ericka Huggins Speech at COM (2018)
- Creating LibGuides for further learning and engagement around topics covered in Umoja events:
  - [Umoja: History Research Guide](#)
  - [Art for Justice: Emory Douglas & the Black Panthers](#) (2021)
  - [Liberation through Nature for BIPOC, Umoja Community at College of Marin](#) (2021)
- [A Conversation with Angela Davis](#) (2019)

### *PROFESSIONAL LEARNING COMMITTEE*

The PLC promotes anti-racist community of practice and other equity-related events and offers Flex credit for attendance. Events are included on the ProLearning workshop calendar.

### *PSYCHOLOGICAL SERVICES*

Psychological Services support and actively engage in affinity spaces on an ongoing basis.

### *PUENTE PROGRAM*

Puente is essentially an anti-racist affinity group, serving predominantly BIPOC students, the majority of whom are Latinx. Our curriculum and pedagogy center and make space for discussion of racism and ways to address or counter it, through discussions, readings, and essay assignments. Students also learn critical thinking skills that allow them to see themselves as agents of change. The Puente model is

incorporated in the class curriculum that encourages students to transfer and become leaders in their communities, further combating racism and racist ideology. Some of our activities include:

- Mentor Career Panel (for Students)
- Equity Grading Monthly Trainings (for co-coordinator Faculty)
- Virtual Mentoring (for Students)
- Student Equity and Online Resources Quarterly Trainings/*Platicas*
- LGBTQ+ Affirming Support
- Radical Healing, Processing Grief and Loss Workshop

#### *SCHOOL AND COMMUNITY PARTNERSHIPS (COMPASS/SUMMER BRIDGE)*

Team members attend Community of Practice affinity groups and participate in related campus and community events.

#### *STUDENT ACCESSIBILITY SERVICES*

SAS staff actively participates, engages, and help with facilitation in affinity spaces.

#### *STUDENT ACTIVITIES AND ADVOCACY*

The Equity and Activities Coordinator and Director of Student Activities and Advocacy co-facilitate the Non-Black People of Color staff/faculty space that centers understanding anti-Blackness, how non-Black POC perpetuate anti-Blackness, and how to dismantle anti-Blackness for the collective healing.

#### *USC RACIAL EQUITY LEADERSHIP ALLIANCE*

A cohort of faculty, staff, and administrators participated in an e-Convening about [Confronting Explicit Acts of Racism and Racial Violence on Campus](#) on February 18, 2021.

## 6. Provide proactive support for faculty in evaluating and evolving their anti-racist classroom and learning cultures, curriculum, and evaluations.

#### *EOPS/CARES/CalWORKs*

The staff and faculty associated with the program participate in ongoing professional development opportunities that include anti-racist training and equity focused programs.

#### *FACULTY DIVERSITY INTERNSHIP PROGRAM (FDIP)*

Because FDIP provides a guided focus on actions and values that positively affect learning and engagement, both our current faculty (mentors) and future faculty (interns) are proactively engaging with the barriers and successes in their own practice, allowing for an unbiased assessment of their pedagogical choices. As we move beyond the pilot and expand our program, more and more faculty will have the benefit of this guided self-reflection.

- Interns/mentors meet weekly for discussions and assessment
- Monthly facilitated FDIP workshops

#### *GUIDANCE, RESOURCES, INTEGRATION, AND TRANSFORMATION COMMITTEE (GRIT)/GUIDED PATHWAYS*

The Student Equity Plan supports professional learning for faculty around issues of equity and anti-racism within the classroom.

### *HUMAN RESOURCES*

As of May 11, 2021, the District incorporated equity-minded criteria into the evaluation and tenure process for management, staff, and faculty. All employees evaluations include content regarding their ability to demonstrate and consider the views, cultural differences, and experiences when dealing with any situation; practice equity-mindedness with a demonstrated awareness of and willingness to address equity issues among institutional leaders, staff, and students; facilitate a framework of understanding and respect; incorporate cultural and ethnic diversity issues and regulations into training and all operational areas as applicable; and assure compliance.

### *INCLUSION, DIVERSITY, EQUITY, ACTION COMMITTEE (IDEA)*

Flex sessions, Community in Practice, and having IDEA members serve on other Governance committees

### *LIBRARY SERVICES*

The COM Library provides proactive support for faculty in evaluating and evolving their anti-racist classroom and learning cultures, curriculum, and evaluations by:

- Partnering with faculty in the English Department to discuss best practices for teaching research in ENGL 150, including the strategies for highlighting BIPOC sources.
- Providing information literacy instruction for the [HUM 101: Social Justice unit, #Representation Matters](#)
- Reviewing print and electronic resources on an ongoing basis to ensure representation of BIPOC perspectives across library collections:
  - The COM Library is looking to add the database ProQuest Ethnic Newswatch during the 2021-22 academic year.
  - The COM Library added newspaper database, [Black Life in America](#) and created [tools to promote this resource](#) (2020)
  - The COM Library conducted extensive weeding of our physical collections to remove outdated materials and make space for more inclusive content.
- Creating and then housing DEI and anti-racist materials on our website:
  - [CCC Equity Leadership Alliance](#) - Materials on Diversity, Equity, and Inclusion from the University of Southern California Race and Equity Center
  - [Racial Justice: COM Library Resources](#) - eBooks, books, articles, videos, websites, statements, and more on racial justice
  - [DEI-Related Resource Guides](#) - More than 30 resource guides related to Diversity, Equity and Inclusion

### *PROFESSIONAL LEARNING COMMITTEE*

The Flex program provides ongoing activities which support faculty in these endeavors.

### *PSYCHOLOGICAL SERVICES*

- See response to point 3.
- Engaging faculty in the planning and recruitment of participants for mental health programs and intentionally choosing content that reflects the experiences and identities of the students we serve and highlights the experiences of students of color
- Embedding mental health programs (Art with Impact's Poetry for Mental Health and Movies for Mental Health) in classes and integrating with curriculum

- UEI and Psychological Services IR&D for Spring 2022/Fall 202 – Equity in Mental Health Symposium
- Cross-discipline/department collaboration focusing on supporting students of color through Equity in Mental Health Initiative

#### *PUENTE PROGRAM*

Being part of Puente means that the Puente faculty participate twice a year in regional and statewide Puente Project trainings which focus on anti-racist practices, allowing us to continue to evaluate, learn, and improve our practices. The Puente state-wide office is always finding innovative and groundbreaking trainings and support not only to the faculty co-coordinators but also to the students and mentors.

This high-quality professional development is also being made available this semester to any COM faculty through a series of trainings through a "Puente community of practice" which involves:

- Session 1: October 1, Seeing the Whole Student: Race, identity, intersectionality and the impact of invisibility
- Session 2: November 5: Being Advocates and Resources for our Students Wellness, mental health, and basic needs
- Session 3: December 3: Examining the Changes in Our Policy and Practice; Anti-racist and equitable syllabus, assessment, and grading policies

For Session Outcomes, participants will:

- Identify mindsets and practices that result in improved student outcomes
- Apply one or more Puente practices in their given institutional spaces
- Engage students with a renewed sense of understanding and empathy

#### *SCHOOL AND COMMUNITY PARTNERSHIPS (COMPASS/SUMMER BRIDGE)*

In our school and community partnerships, our focus is rooted in leveraging, supplementing/augmenting the access and opportunities for marginalized students. In our local schools and among our basic needs community partnerships, we coordinate with faculty in developing academic opportunities and classes targeting the under-represented population.

#### *STEM LEARNING COMMUNITY*

##### *Faculty Efforts*

Faculty anti-racist conversations - advanced Zoom conversations around the existence of and support for anti-racist curriculum in specific STEM disciplines

Increase in Equity in the STEM Faculty Hiring Process - advocated for and assembled STEM students to participate in upcoming Full-time Computer Science Faculty hire

#### *STUDENT ACCESSIBILITY SERVICES*

Distance Education Report (Elle Dimopoulos represents SAS in this work):

- The new DE addendum which will be accessible to faculty and department chairs in eLumen and other spaces is consistent with the proposed Equity plan.

- It focuses on access, affordability and 508 accessibility via faculty training, rubric alignment and POKR/Peralta Equity course design.
- It incentivizes OER and ZTC pedagogy.
- It proactively asks how DE classes support equity and anti-racist pedagogy. It's not just a check box.
- It institutionalizes Equally Effective Access Plans and VPAT reporting as part of an access driven "procurement-Canvas LTI-technology adoption and support" best practice.
- SAS representative along with our Instructional Designer support faculty in incorporating anti-racist and universal design principles will serve all students.
- Refer faculty to OER and Image resources that are representative of our student population. These might include Unsplash, Pixabay, Women of Color in Tech, Images of Empowerment, Disabled And Here, Jopwell (also see photos of interns), Gender Spectrum Collection, and Iwaria.
- Flex Workshops:
  - Fall 2021: Supporting Access and Equity through Student Accessibility Services (SAS)
  - Spring 2021: Becoming an Access-Centered Educator? Disability Justice in Practice

#### *STUDENT ACTIVITIES AND ADVOCACY*

- The Equity and Activities Coordinator and Director of Student Activities and Advocacy provide regular FLEX trainings, including the most recent on "Understanding White Supremacy: What Does It Have to Do With Me?"
- The Equity and Activities Coordinator serves on Professional Learning Committee and regularly provides updates and suggestions to the Professional Learning Committee on how to center anti-racist programs and learning.
- The Equity and Activities Coordinator and Director of Student Activities and Advocacy regularly encourage speakers and programs that center dismantling white supremacy, including meeting with the fall 2021 speaker, Dr. Ali Michaels to provide guidance and support for her talk about anti-racism and community building.

#### *UMOJA/UMOJA EQUITY INSTITUTE*

- During Summer 2020 and Fall 2020, Umoja, in partnership with Professional Learning Committee created Classroom Cultural Ecology: Creating Equity-Minded Opportunities for Student Learning and Faculty Engagement.
- Spring 2021 UEI Flex Sessions: The Equity Syllabus Workshop and Action Planning: Racial Equity at COM
- During the Academic Year 2021-2022 the UEI will continue to provide tools for proactive support for faculty (and staff) in evaluation and evolving their anti-racist classroom learning and learning cultures, curriculum, and evaluation. UEI presented two flex workshops for COM faculty and staff at the Fall 2021 Convocation.
- Moving North Together: COM Equity Assessment Umoja Equity Institute - The purpose of this workshop was to engage in small and large-group discussions to determine how tools of assessment can be used to measure our progress on equity.
- Showing Up For Community: Equity in Marin County - Paul Austin, Founder of Play Marin. led the session and provided perspective on the successes, opportunities, and challenges of implementing equity minded youth programs in Marin County.

#### *USC RACIAL EQUITY LEADERSHIP ALLIANCE*

A cohort of faculty, staff, and administrators participated in an e-Convening about [Fostering and Sustaining Inclusive Classrooms for Students of Color](#) on September 10, 2020 and [Meaningfully Integrating Race Across the Curriculum](#) on December 10, 2020.

7. Review all participatory governance committee charges and plans to ensure anti-racism is established and integrated as a core commitment and approach.

#### *ACADEMIC SENATE*

After departments complete the Program Review document in eLumen, the report will be shared with the larger community in a variety of ways, ensuring that issues/concerns identified by the department are addressed.

#### *Faculty New Mentors*

This program offers our new faculty an opportunity to better understand college processes, get acquainted with colleagues, learn about available support services, examine best practices in curriculum and pedagogy, and discover career opportunities within the institution through a year-long community of practice. As such, it serves to help support and retain our incoming faculty.

#### *EOPS/CARES/CaWORKs*

The staff and faculty participate in the anti-racist affinity groups and equity focused committees on campus.

#### *EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COUNCIL*

- Annual review of charge and priorities; analyze data to ensure representation in workforce composition and methods to address underrepresentation, and seek additional measures and methods to support equal employment opportunities.
- Developed priority areas in 20-21 that support pipeline development, EEO representatives on screening committees, increase visibility of EEO internally and externally, develop equitable hiring incentives with particular attention around outreach and support for candidates and employees of color.

#### *GUIDANCE, RESOURCES, INTEGRATION, AND TRANSFORMATION COMMITTEE (GRIT)/GUIDED PATHWAYS*

GRIT rewrote the Committee charge to include anti-racism.

#### *HUMAN RESOURCES*

On June 8, 2021, the EEO Advisory Council presented to the Board of Trustees the College's Equal Employment Opportunity Plan. The EEO plan was approved to continue the commitment in ensuring that efforts are made to build a community in which opportunity is equalized and community colleges foster a climate of acceptance with the inclusion of faculty and staff from a wide variety of backgrounds.

#### *INCLUSION, DIVERSITY, EQUITY, ACTION COMMITTEE (IDEA)*

IDEA reviewed and updated the Committee charge in 2020.

### *LIBRARY SERVICES*

The COM Library helps review participatory governance committee charges and plans to ensure anti-racism is established and integrated as a core commitment and approach by participating on the following committees with commitment to promoting anti-racism in the library and across the campus community:

- PRAC (2013-ongoing)
  - Included new DEI language in updated committee charge and as part of the budget request template (2020)
- Technology Planning Committee (2019-ongoing)
  - Included new DEI language in updated committee charge and in COM technology plan (2020)

### *PROFESSIONAL LEARNING COMMITTEE*

In spring 2021, the PLC completed and adopted a new [Professional Learning Plan](#). We developed this with an equity lens. For our Flex/PL program, we consider six themes to organize activities and support the goals of the College's plans and initiatives. We list equity, diversity, and inclusion as the first of these themes. From the PL Plan:

#### *Equity, Diversity, and Inclusion*

Promote best practices and innovative methods to cultivate a safe, equitable, and inclusive environment for students and employees and build awareness and knowledge about issues of power, privilege, and oppression.

#### *Actions and Considerations*

Equity is a core tenet of the professional learning program and will be considered in all activities. For faculty, this could include a review of classroom practices, syllabus, grading, and course content. For staff, this could be developing creative plans to better support struggling students.

### *SCHOOL AND COMMUNITY PARTNERSHIPS (COMPASS/SUMMER BRIDGE)*

We regularly provide updates and reports to EPC and GRIT Committees.

### *STUDENT ACCESSIBILITY SERVICES*

We were involved in the revision of the Facilities Planning Committee draft charge acknowledging and honoring indigenous land that COM currently occupies

### *STUDENT ACTIVITIES AND ADVOCACY*

- The Equity and Activities Coordinator is the Chair of the IDEA Committee and led the review process of the Committee charge with an intentional focus on the collective care and healing of African American and Black students, staff, and faculty; and also refocused the Charge to better encompass dismantling white supremacy.
- The Director of Student Activities and Advocacy was an active participant in the reevaluation of the GRIT committee charge.

#### *UMOJA/UMOJA EQUITY INSTITUTE*

- During Academic Year 2020-2021, UEI held more than 30 engagement meetings with COM participatory and governance systems representatives.
- Academic Year Planning 2021-2022: Engagement meeting will focus on providing tools for assessment and the development of an equity scorecard for College of Marin.
- Flex Workshop "Moving North Together" was designed to develop guidelines and rubrics for assessing equity within departments and COM governance bodies. UEI/ULC administrative assistant (as of October 1) will increase capacity for a quality data base as a tool for assessment
- Linking programs of Physical Education Department with the Umoja Mentoring Project (Academic Year 2021-2022)

#### *USC RACIAL EQUITY LEADERSHIP ALLIANCE*

A cohort of faculty, staff, and administrators participated an e-Convening about [Implementing AB 705 and Other Legislation in Equitable Ways](#) on April 21, 2021.

8. **Build a pipeline of practices for hiring, supporting, and retaining more Black, African American, people of color, and equity-minded employees and institute a Grow Your Own program.**

#### *EQUAL EMPLOYMENT OPPORTUNITY ADVISORY COUNCIL*

Priority #1: Pipeline Development Develop a comprehensive, equity-minded, ongoing outreach process to build relationships with graduate programs, other institutions, and potential candidates that lead to more diverse applicant pools in alignment with the EEO Plan: 1. Embed CCC career exploration activities within career services, learning communities, work-study, tutors, and mentor programs; to identify future COM alumni interested in returning as faculty, classified professionals, or management employees; 2. Develop an internal process to upskill current classified staff for upcoming faculty roles (e.g., career mapping/degree eligibility, COM classified staff mentorship program, job shadow, co-teaching opportunities, etc.); and 3. Expand interim roles to support an internal formalized process to ensure current managers have opportunities to pursue Dean, Director, and/or Higher-Level Administrator positions.

#### *HUMAN RESOURCES*

Executive Director of Human Resources serves as a member of the Marin Educators for Equity Implementation Team (MEEI). The goals and initiatives for 2021 focus on HR policies and practices, credentialing pathways, and educator development and included:

- Collectively develop a County-wide Pipeline Structure (Educator Development Pathways)
- Create more welcoming environments and greater retention for Educators/Teachers of Color
- Establish county-wide relationships with teacher preparation programs
- Continuing to define and build out the current directory of Educators of Color and potential educators of color in Marin County
- Track and provide reports on program progress and outcomes

On June 8, 2021, the Board of Trustee's approved the MCCD EEO Plan 2020-2023. Human Resources continue to implement the plan outlined under the following sections:

- Training for Screening Committees
- Notification to Community Organizations
- Longitudinal Analysis of District Workforce and Applicant Pool
- Analysis of Degree of Underrepresentation and Significant
- Underrepresentation 12 Methods to Address Any Underrepresentation
- Additional Measures and Methods to Support Equal Employment
- Opportunity Initiatives Persons with Disabilities and Accommodations
- Graduate Assumption Program

In addition, Human Resources continues to update, revise, and adopt Board Policies (BP), Administrative Procedures (AP), and Board resolutions to address its commitment to diversity, inclusion, and recognition that a diverse and inclusive workforce promotes its educational goals and values. The following Board Policies and Administrative Procedures were updated and adopted in 2020/2021

- Board Policy and Administrative Procedure 3410 Nondiscrimination
- Board Policy and Administrative Procedure 3430 Prohibition of Harassment
- Board Policy and Administrative Procedure 3420 Equal Employment Opportunity
- Board Policy and Administrative Procedure 3433 Prohibition of Sexual Harassment under Title IX
- Board Policy and Administrative Procedure 3540 Sexual and Other Assaults on Campus
- Administrative Procedure 7120 Employment Recruitment
- Administrative Procedure 5203 Lactation Accommodation
- Administrative Procedure 7348 Accommodation

#### *LIBRARY SERVICES*

The COM Library helps build a pipeline of practices for hiring, supporting, and retaining more Black, African American, people of color, and equity-minded employees by participating in DEI Trainings as outlined in previous responses to the 9-point anti-racism plan and by library faculty serving on key screening committees, such as:

- Dean of Arts & Humanities (spring and fall 2021)
- Librarian Temp Pool (fall 2021)
- Contractor Selection Committee for new LRC (fall 2020)
- Architect Selection Committee for new LRC (spring/summer 2019)
- Additionally, the COM Library created a [Screening Committee 101/EEO LibGuide](#), which includes materials on DEI-related hiring issues.

#### *PROFESSIONAL LEARNING COMMITTEE*

We worked with HR to schedule an EEO/Diversity, Equity and Unconscious Bias Training presentation by Eugene Whitlock during Flex week. A recording of this presentation is available on ProLearning. We also work with the Academic Senate and participants in the Faculty Diversity Internship Program. FDIP participants are invited and encouraged to attend PL activities.

#### *PSYCHOLOGICAL SERVICES*

- Prioritize the recruitment of clinical trainees and mental health clinicians of color to ensure faculty and trainees represent the identities of the students we serve (ongoing)

- Ensure job postings, screening criteria, and questionnaires accurately reflect COM institutional values as noted in the Educational Master Plan, Strategic Plan, EEO Plan, and institutional plan to address racism
- Support equity-minded/centered professional development and clinical training opportunities

#### *SCHOOL AND COMMUNITY PARTNERSHIPS (COMPASS/SUMMER BRIDGE)*

Our culturally-responsive team reflects the students that we serve.

#### *STUDENT ACCESSIBILITY SERVICES*

Review and rewrite of job postings, screening criteria, and questionnaires to align with COM institutional values, Education Master Plan, Strategic Plan, EEO plan, and institution plan to address racism.

#### *UMOJA/UMOJA EQUITY INSTITUTE*

**New This Year:** Grow Your Own Classified Professionals professional development series, in partnership with Professional Learning and Classified Professionals leadership, a creation of learning series on equity-minded practices to support community development, retention, and ongoing professional development

#### *USC RACIAL EQUITY LEADERSHIP ALLIANCE*

Several cohorts consist of faculty, staff, and administrators participated in the following e-Convening:

- [Recruiting and Hiring Faculty of Color](#) (January 25, 2021)
- [Recruiting and Strategically Diversifying Staff at All Levels](#) (May 4, 2021)
- [Creating Equitable Pathways for Leadership Roles for Employees of Color](#) (July 16, 2021)

## 9. An accountability plan for each of the recommendations.

On June 8, 2021, the Board of Trustees adopted [Equity Statement](#) and [COM Superintendent/President's 9 Point Anti-Racism Plan](#), as well as, passed [Resolution 2021-11 Pride Month](#), [Resolution 2021-12 Commitment to Diversity, Equity, and Inclusion](#) to advance our diversity, equity, inclusion and anti-racism agenda at COM.

#### *FACULTY DIVERSITY INTERNSHIP PROGRAM (FDIP)*

Currently, FDIP is in its pilot phase, and we have spent much of our time troubleshooting various unexpected logistical issues that have arisen. We imagine our accountability plan will also undergo some changes as we move forward, but as of now, our plan includes the following:

- Surveys of all participants – Mentors, Interns and Students
  - Workshops
  - Classroom experience
  - Program demands
  - Program benefits and drawbacks
  - Opportunity for future recommendations
- Tracking of participants through CCC system
- Presentations for prospective participants

### *HUMAN RESOURCES*

The Executive Director of Human Resources serves as a board member representing the Bay10 Community College District for the Association of Chief Human Resources Officer/Equal Employment Officers (ARHRO/EEO).

The Association of Chief Human Resource Officers (ACHRO) is a non-profit organization assisting the Chief Human Resource Officers and staff in the California Community College system.

The Association of Chief Human Resource Officers/Equal Employment Opportunity Officers organization plays an active role in generating and supporting legislation appropriate to our functions as Human Resource/Equal Employment Opportunity practitioners. ACHRO/EEO is your organization, representing you, your professional needs, and interests. We need your membership and participation this year.

Given there is an opportunity to advance the DEI work as a Board member of ARHRO/EEO, Human resources will continue to be a resource for COM Board of Trustees, superintendent/president's cabinet, employees, and students.

### *LIBRARY SERVICES*

The COM Library stays informed regarding the College's accountability plan for each of the recommendations by:

- Reviewing the [full COM 9-point anti-racism plan](#) (ongoing)
- Attending the President's Town Hall events, Convocation, COMMunity Hour, and other events (ongoing)

### *PROFESSIONAL LEARNING COMMITTEE*

Goals and objectives for our equity initiatives are included in the [Professional Learning Plan](#).

Key goals and performance indicators include:

- a. Foster a sense of community and belonging among faculty, staff, and administrators through mentorship and shared purpose and values.**

Goals and Performance Indicators:

- Support formal and informal mentoring opportunities.
- Promote activities to foster belonging and job satisfaction.
- Partner with COMMunity Hour Committee to promote continuity and development of professional learning themes and activities.
- Include a survey question about community and belonging in the annual PL survey.
- Track and increase collaborations with the STEM Learning Center, IDEA, Umoja Equity Institute, EOPS, librarians, and others.
- Work with Human Resources, Academic and Classified Senates, and others as applicable to create a survey for new employees to measure satisfaction and belonging.

- b. Support institutional practices that close equity gaps and promote student achievement.**

Goals and Performance Indicators:

- Increase collaboration with other College groups to meet strategic goals.

- Serve as a clearinghouse for activities and initiatives which further the College's efforts to increase student success and decrease equity gaps.
- Offer training in best practices for teaching and learning including use of equity-minded syllabi, technology training, classroom management, and andragogy.
- Promote best practices for classified staff and student support.

*USC RACIAL EQUITY LEADERSHIP ALLIANCE*

Several cohorts consist of faculty, staff, and administrators participated in the following e-Convening:

- [Implementing AB 705 and Other Legislation in Equitable Ways](#) (April 21, 2021)
- [Accountability and Incentives for Advancing Racial Equity](#) (June 2, 2021)