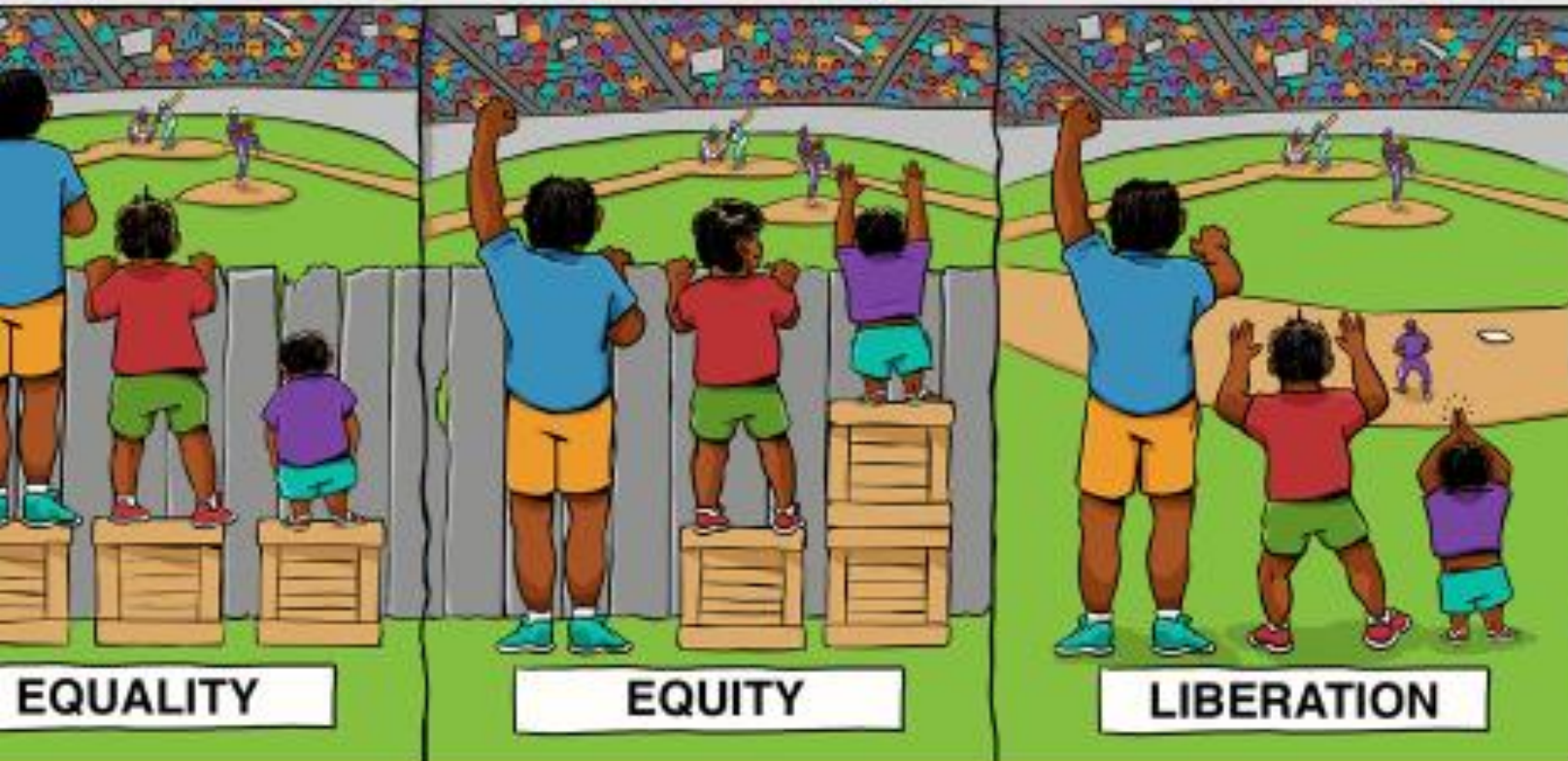




President's Task Force Race, Equity, and Social Justice

Update- Advancement Council 5/20/2021



“Being Community Responsive, Is Being Culturally Responsive”

Quote by Dr. Jeff Duncan Andrade

Defining Our Why?

Student & community centered
Responsive to local, state, and national
context and mandates
Data informed- confronting our brutal
truths
Teaching & learning
Transformative leadership for cultural
change

We commit to provide a student-centered design of the college experience to ensure that every student receives what they need in a tailored pathway to successfully achieve their varied educational, career and personal goals. We will promote an anti-racism and anti-sexism agenda. We will raise awareness to the historical context of inequity and promote evaluation as well as reform of policies and practices that produce structural inequity. We pledge to work to correct other forms of systemic oppression against students based on race/ethnicity, gender identity and expression, sexuality, national origin, citizenship status, class, socioeconomic status, ability, language, religion, age, physical appearance, intersections of these identities, and others not yet identified
~ The Student Success and Equity and Committee

Recommended for adoption institution wide
Recommended for Board Resolution

Hartnell College's Equity Commitment

“Being Community Responsive, Is Being Culturally Responsive”

Quote by Dr. Jeff Duncan Andrade

Group A

Curriculum Review

Lisa Storm
Nina Vazquez
Jackie Cruz
Hermelinda Rocha-
Tabera

Courageous Conversations

Marnie Glazier
3 Students
David Orta, Daniel Orta,
Guadalupe Altamirano
Representatives

Institutional Audits

Laurencia Walker
Erica Rowe
Guy Hanna
Bronwyn Moreno
Jay Singh
Moises Almendariz

Group B

Student Equity Plan

Jay Singh
Jackie Cruz
Guy Hanna

Professional Development

Moises Almendariz
Erica Rowe
Lisa Storm
Laurencia Walker
Nina Vazquez

Student Engagement

Bronwyn Moreno
Shawn Pullum
Marnie Glazier

Group C

Data Team – Coordination with SSEC

Guy Hanna
Shawn Pullum
Nina Vazquez

Technical Updates - from CCCCCO -

Website Presence
Communication
Need to identify help
in this area



Action Teams

Inventory/Research + Gap Analysis +
Recommendations



Equity & Racial Justice- Beyond “Inclusivity”

- Hiring
- Professional Development
- Program & Curriculum Design
- Board Policies & Administrative Procedures
- Marketing & Communications
- Students’ experiences throughout the College
- Facilities

Student Demographics	Percentage
First-Generation	37%
Female	45%
Male	55%
American-Indian	1%
Asian	5%
Black	2%
Latinx	62%
Two or more races	2%
Unknown	6%
White	22%

Antiracism is the intentional implementation of beliefs, laws, policies, procedures, curriculum, or other actions that identify and oppose personal and institutional racism- Dr. Angelica Garcia

Approach Timeline of PTF Recommendation and Next Steps (Process)

OUR APPROACH:

1. TRI-CROSSWALK RESPONSE

- CCCCO Call to Action
- President's Task Force Framework
- Hartnell's Student Equity Committee (Nov. 2020)

2. DEVELOP AND LAUNCH ACTION TEAMS (Jan. 2021)

3. EACH TEAM HAS BEEN DOING RESEARCH ON CURRENT CAMPUS EFFORTS AND WILL MAKE FIRST LEVEL RECOMMENDATIONS ON INSTITUTIONAL WIDE ACTION PLANS AND TIMELINES FOR IMPLEMENTATION (February – August 2021)

4. COURAGEOUS CONVERSATIONS CAMPUS WIDE TO SHARE RECOMMENDATIONS AND GATHER INPUT (August- October 2021)

5. FINAL RECOMMENDATIONS WITH INPUT FROM CAMPUS WIDE COURAGEOUS CONVERSATIONS GOES TO PRESIDENT, TRUSTEES, CPC, COUNCILS AND ACADEMIC SENATE AND COMMITTEES

6. IMPLEMENTATION BEGINS

7. ASSESSMENT, DISSAGREGATED DATA AND METRICS REVIEWED AND REPORTED TO THE COLLEGE, CHANCELLOR'S OFFICE AND COMMUNITY AT LARGE ANNUALLY

TASK FORCE MEETS TWICE A YEAR FOR CONTINUED ADVOCACY OF

“Being Community Responsive, Is Being Culturally Responsive”

Quote by Dr. Jeff Duncan Andrade

Group's charge

The Curriculum Review Action Group will conduct an audit of Hartnell College classroom climate, create an action plan to create inclusive classrooms and anti-racism curriculum, and participate in a system wide review of fire science, EMT, and law enforcement officer and first responder training and curriculum in order to develop recommendations to ensure law enforcement and first responder training are inclusive and anti-racist.

Recommendations will go to the College President

Curriculum Action Group

Charged with classroom climate audit and first responder curriculum review

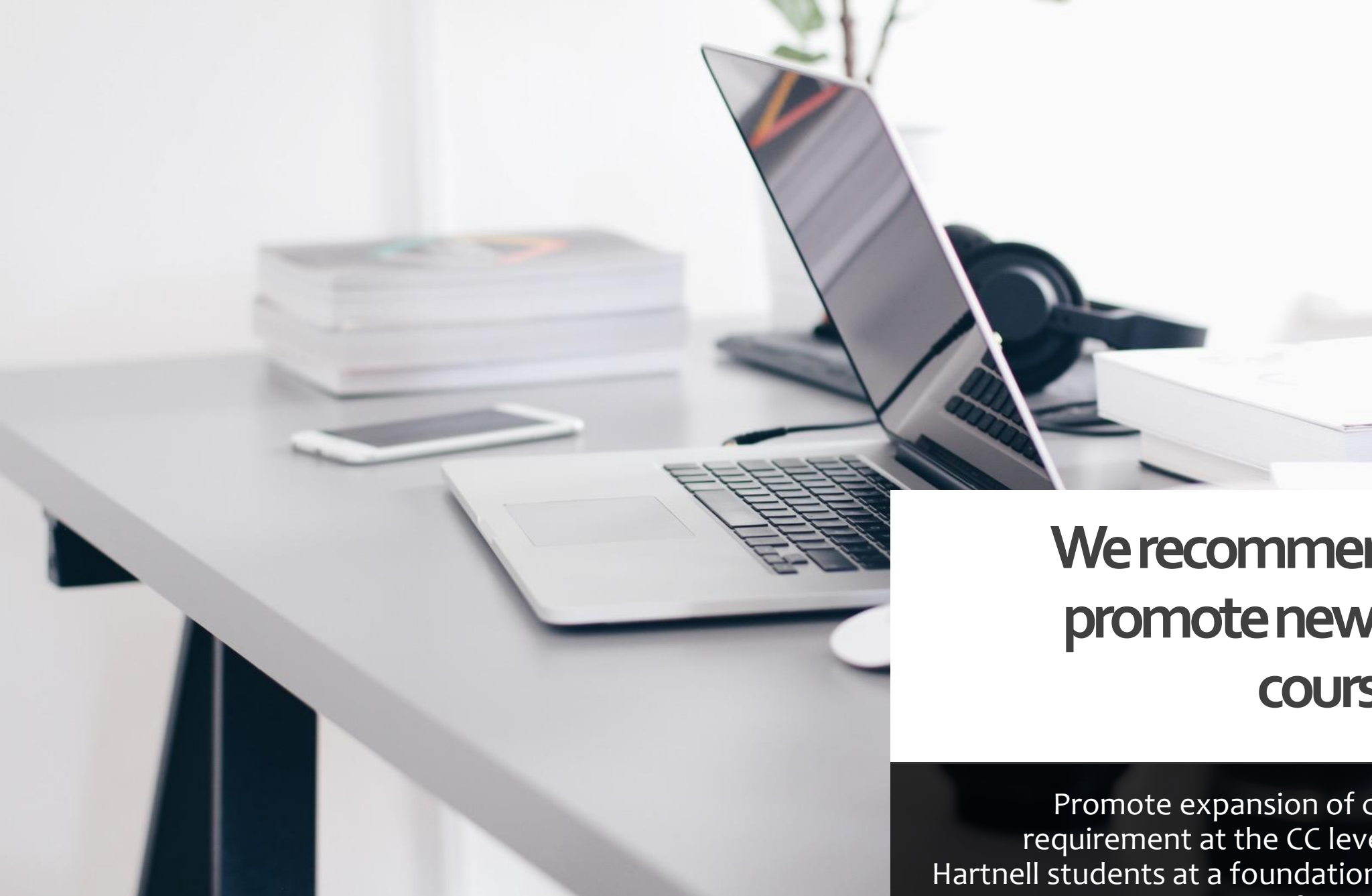


Equity Rubrics

#1: SSEC Equity Rubric #2: CC Equity Lens #3: Peralta Equity Rubric

We are recommending:

- Systemic use of the [SSEC equity rubric](#) and CC equity lens
- Cataloging online courses that conform to the [Peralta Equity Rubric](#) and [Online Education Initiative Rubric](#)
- Highlighting equity-minded coursework in the online course schedule (Self-Serve)



We recommend: inform and promote new ethnic studies courses to students

Promote expansion of courses to fulfill the CSU requirement at the CC level, therefore supporting Hartnell students at a foundational level and completing a transferable course at a lower co



We recommend enhanced education for law enforcement officers and first responders

On the horizon: [AB 89](#) and [SB 387](#)

The background of the slide is a close-up, slightly blurred image of the American flag, showing the stars and stripes in a diagonal orientation.

JAJ and JFS Coursework Review Per the Joint Powers Authority

We recommend being an active partner, using our funding leverage to have courageous conversations and dialogue with the JPA consortium regarding review and revision of these courses per the call to action by Chancellor Oakley.



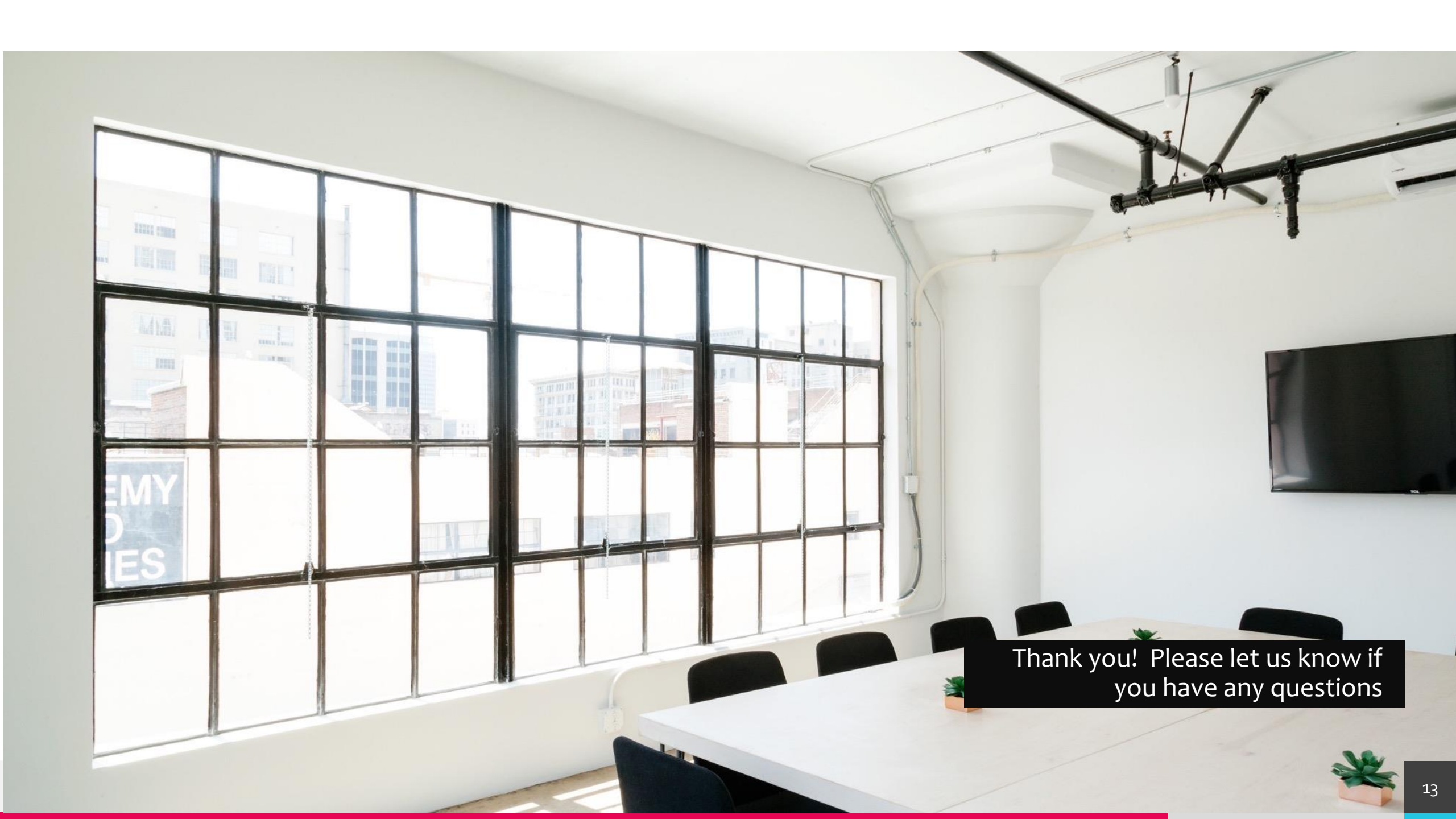
**Preliminary Overarching Recommendations:
Be Explicit, Be Intentional, Be Responsive to the Community
Add Equity to the following:**

Strategic Plan

Mission Statement

Vision Statement

Values Statements

A modern meeting room with a large window, a white table, and black chairs. The room is bright and airy, with a white wall and ceiling. The window is large and multi-paned, offering a view of a city skyline. A black metal frame is visible on the ceiling. A black flat-screen TV is mounted on the wall. A white table is in the foreground, surrounded by black chairs. Small potted plants are on the table. A black text box is overlaid on the bottom right of the image.

Thank you! Please let us know if you have any questions