



# Hartnell's Task Force Race, Equity, Social Justice

Jackie Cruz, Vice President of Advancement and Founding Chair of the Task Force on Race, Equity and Social Justice

# Hartnell's Task Force Race, Equity and Social Justice



Mari Luz Tejada, Hartnell College, Yale

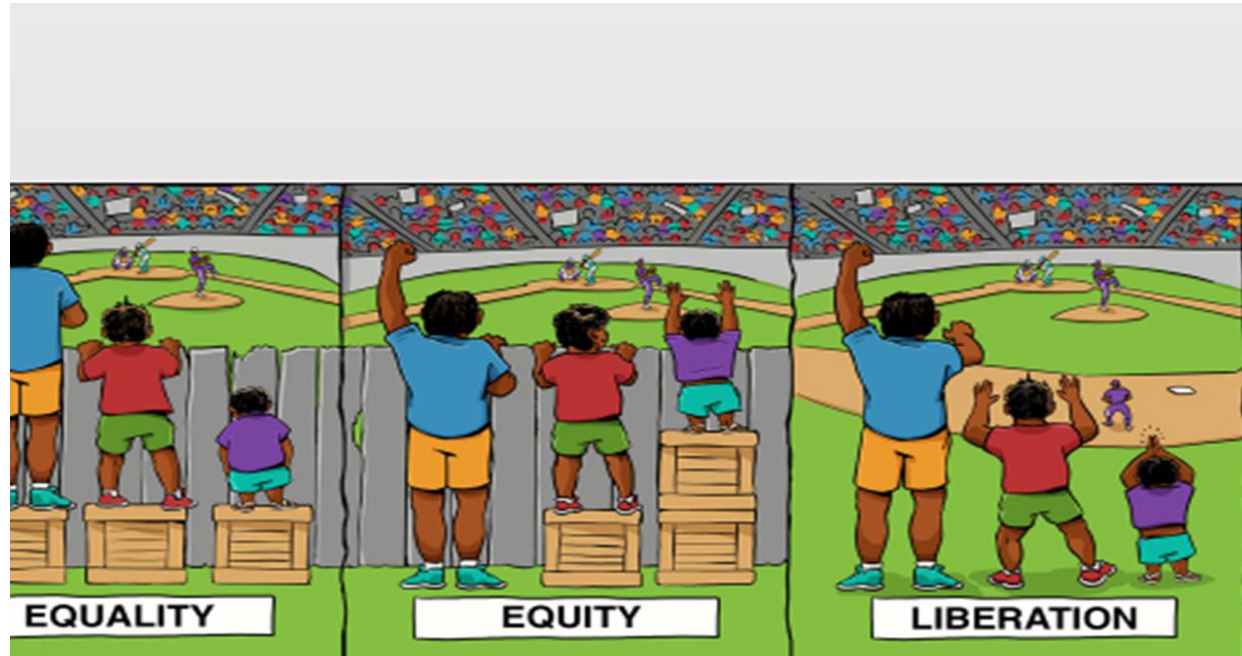
What is the role of the task force?

To provide advice, recommendations and guidance to the superintendent/president on issues pertaining to race and equity

Support Hartnell College's response to the State Chancellor's Call to Action

To ensure that Hartnell College is adhering to the State Chancellor's Vision for Success

To make recommendations as to how best to implement anti-racism practices and to define specific action steps in that direction



“Being Community Responsive, Is Being Culturally Responsive”  
Quote by Dr. Jeff Duncan Andrade

- ✓ 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

# Action Teams

## 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

### **Institutional Audits**

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

## 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**



Maestro's/Teacher Pathway Student and Advisor

Inventory/Research + Gap Analysis  
+ Recommendations

# Approach Timeline of PTF Recommendation and Next Steps (Process)

Our approach:

## 1. Tri-crosswalk response

- Hartnell's student and equity committee (Nov. 2020)
- Community college chancellor's call to action
- Hartnell's task force on racial equity and social justice

## 2. Develop and launch action teams ( Jan. 2021)

3. Each team conducted research on current campus efforts and completed first level recommendations on institutional wide action plans and timelines for implementation (February – August 2021)

4. Campus wide input sessions with key stakeholders to share recommendations and gather input (October- April 2022)

5. Recommendations with input from campus wide courageous conversations goes to president, trustees, cpc, councils and academic senate and committees

## 6. Implementation Begins

7. Assessment, disaggregated data and metrics reviewed and reported to the college, chancellor's office and community at large annually

8. Task force meets twice a year for continued advocacy of implementation



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Is Being Culturally Responsive"

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Andrade

## Structural and Institutional Reflection and Inquiry

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

# Action Teams

Task Force Member	Title	Role and/or Stakeholder Representative
Bronwyn Moreno	Director of Student Affairs (Equity Programs)	Classified manager
Carla Gonzalez	Academic Support Specialist	Classified staff
Daniel Orta	Associated Students Hartnell College - Senator Evenings/Weekends/Online	Student
Erica Rowe	Analyst (Human Resources and EEO)	Classified staff
Guadalupe Rodriguez	Associated Students Hartnell College - Senator At-large	Student
Guy Hanna	Outcome and Assessment Specialist	Classified staff
Jackie Cruz	Vice President of Advancement and Development and ED for Hartnell College Foundation	Institutional Advancement, Foundation, President's Cabinet
Jay Singh	Director of Student Academic Support Systems	Classified manager
Laurencia Walker	Director of College Readiness	Classified manager
Lisa Storm	Instructor (Administration of Justice)	Full time instructor, former Academic Senate President
Luis xago Juarez	Instructor (Theatre Arts & Cinema and Ethnic Studies)	Part time instructor
Marnie Glazier	Instructor (Theater Arts & Cinema and Communication Studies)	Full time instructor
Moises Almendariz	Director of HSI Initiatives	Classified manager
Senorina Vazquez	Instructor (Mathematics)	Full time instructor
Shawn Pullum	Software Support Specialist	Classified staff

# Action Groups

Action Groups	Action Group Charges
<p>Curriculum Review</p> <ul style="list-style-type: none"><li>• Lisa Storm</li><li>• Senorina Vazquez</li><li>• Shawn Pullum</li><li>• Jackie Cruz</li></ul> <p>• Advisor- Hermelinda Rocha Tabera</p>	<p>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 trainings are inclusive and anti-racist.</p>
<p>Courageous Conversations</p> <ul style="list-style-type: none"><li>• Carla Gonzalez</li><li>• Luis xago Juarez</li><li>• Marnie Glazier</li><li>• Guadalupe Rodriguez</li><li>• Daniel Orta</li><li>• David Orta</li></ul>	<p>The Courageous Conversations Action Group is tasked with creating an action plan and recommendations on how to ensure culturally affirming spaces for students and foster dialogue to further understanding and anti-racist action.</p>
<p>Institutional Audits</p> <ul style="list-style-type: none"><li>• Laurencia Walker</li><li>• Erica Rowe</li><li>• Guy Hanna</li><li>• Bronwyn Moreno</li><li>• Jay Singh</li><li>• Moises Almendariz</li></ul>	<p>The Institutional Audits Action Group will undertake an equity index by surveying the college to determine the status of all Hartnell College equity efforts for the purpose of understanding where the college currently stands, and for prioritizing specific action steps that need to be implemented.</p>



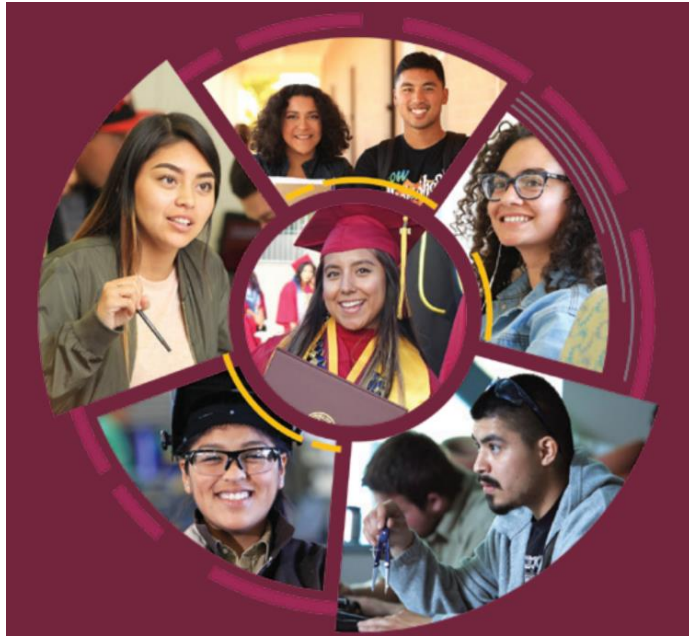
# Action Groups

Action Groups	Action Group Charges
<p>Student Engagement</p> <ul style="list-style-type: none"><li>• Bronwyn Moreno</li><li>• Luis Xago Juarez</li><li>• Shawn Pullum</li><li>• Marnie Glazier</li><li>• Guadalupe Rodriguez</li><li>• Daniel Orta</li><li>• David Orta</li></ul>	<p>The Student Engagement Action Group will develop a recommended plan to engage students in the equity work of Hartnell College.</p>
<p>Professional Development</p> <ul style="list-style-type: none"><li>• Moises Almendariz</li><li>• Erica Rowe</li><li>• Lisa Storm</li><li>• Laurencia Walker</li><li>• Seniorina Vazquez</li></ul>	<p>The Professional Development Action Group, working with the Professional Development Committee, will develop a recommended plan for anti-racist professional development for Hartnell staff, faculty, administration and students.</p>
<p>Student Engagement</p> <ul style="list-style-type: none"><li>• Bronwyn Moreno</li><li>• Luis xago Juarez</li><li>• Shawn Pullum</li><li>• Marnie Glazier</li><li>• Guadalupe Rodriguez</li><li>• Daniel Orta</li><li>• David Orta</li></ul>	<p>The Student Engagement Action Group will develop a recommended plan to engage students in the equity work of Hartnell College.</p>

# Recognition of Key Advisors

- President- Angelica Garcia, Berkeley City College- Organizational and Operational Framework
- Lauren Padilla Valverde, The California Endowment, Racial Equity Program Manager
- Former President- Foothill College, Dr. Nguyen – Organizational and Fiscal
- Faculty- Hermelinda Rocha Tabera - Ethnic Study requirements and new legislation
- Faculty- Kelly Locke- Cultural Audit
- Faculty- Cheryl O' Donnell – Academic Senate President- Outcome and Assessment
- Faculty- David Beamer- PPA team and Outcome Learning and Assessment
- Community- Judy Sulsona, Consultant and Foundation President

# Overarching Recommendations



Four Overarching Recommendations to Be Explicit, Be Intentional, Be Responsive to the Community by Integrating Equity in to the following guiding documents and statements:

Strategic Plan

Mission Statement

Vision Statement

Value Statements

# Hartnell College's Equity Statement

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 Committee

Recommended for adoption institution wide by Hartnell's Task Force on Race, Equity and Social Justice

Adopted by the Governing Board in DEI resolution

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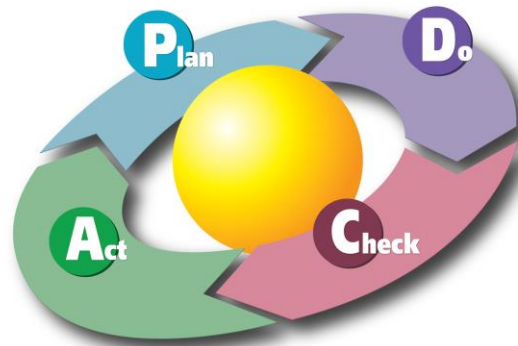
# Overarching Recommendations

**Recommendation 1.** Review and revise the primary guiding documents of Hartnell College, the Mission and Vision Statements, and the current strategic plan to be inclusive, anti-racist, and culturally affirming and sustaining.



# Overarching Recommendations

**Recommendation 2.** Complete an annual review of student outcomes data and integrate the findings into all aspects of college planning including the budgeting and resource allocation process. Create a Data Response Team to determine what data and metrics are needed, to be revised annually and to take action based on the annual review, including the development of Board Policies and Administrative Procedures. Doing so would also ensure that all stakeholders have access to the proper tools and queries to access timely reports.



# Overarching Recommendations

**Recommendation 3.** Create an inclusive, anti-racist, and culturally affirming and sustaining hiring process from job descriptions, equivalencies, training of hiring committees and recruitment of faculty and staff.

**Recommendation 4.** Create an Equity Office and administrative position, with resources and support, to serve as a resource for all Hartnell faculty, staff, administration and students. This office will be responsible for fostering relationships and collaboration across the campus and community to implement inclusive, anti-racist, culturally affirming and sustaining policies and practices, as well as implementing Recommendations 1-3 listed above



# Curriculum Review Summary of Recommendations

- (Recommendations 5, 7) Review of current curriculum including implementation of the systemic use of the Equity Rubric for Student Success and identification of courses that meet Online Education Initiative, Peralta Equity Rubric and the Student Success & Equity Rubric, support ongoing work for the development of guidelines for equitable curriculum
- (Recommendations 8, 9) Development of new curriculum including new Ethnic Studies courses and a new Ethnic Studies faculty position
- (Recommendations 10, 11) Support for faculty to review curriculum, create new curriculum and become trained in how to implement a cultural curricular audit





# Institutional Audits Summary of Recommendations

- (Recommendations 12, 13) A review and audit of processes and program, student and service area outcomes
- (Recommendations 14, 15) A campus climate audit including a review of past campus climate surveys, evaluation of the systemic integration of future climate surveys, and review of student conduct hearing outcomes as it relates to the student code of conduct to identify patterns of bias

# Student Equity Plan Summary of Recommendations

- (Recommendation 20) Review current SEP utilizing the findings of CUE, and incorporating those findings into future SEPs, to be reviewed annually with annual updates to the board



# Student Equity Plan Overview

CA Education Code 78220: As a condition of receiving Student Success and Support Program (SEA) funding, the governing board of each community college district must maintain a Student Equity Plan that includes all of the following for each community college in the community college district

- Transition from Integrated Plan to the **Student Equity and Achievement Plan**

*SEA combined Basic Skills Initiative, Student Equity Plan and Student Success and Support Program funds*

- SEP 2019 - 2022 focused on Vision for Success Metrics:

*Completion, Transfer Math and English Completion, Retention, Continuous Enrollment, and Transfer*

- CCCO provided the DI data to be used to develop activities and strategies that addresses the specific DI population for each metric
- SEP 2019 - 2022 included new and existing activities/initiatives for each DI group and metric, referenced other funding sources and projected budget

- In collaboration with the California Community Colleges Chancellor's Office (CCCCO), the USC Center for Urban Education conducted an analysis of all Student Equity Plans, focused on providing feedback to the CCCO about the process and how to create a student equity plan with:
  - concrete recommendations on how to embed racial equity within the community college equity plans and activities
  - clear strategies and technical assistance needed for colleges to create equity plans that address racial equity
  - clarity of what types of professional development are needed in community colleges to close racial equity gaps

• The SED analysis was not an assessment or evaluation of individual plans

## Strengths: Executive Summary

“The plan effectively uses racial data to frame the broad institutional goals and to demonstrate a recognition of existing equity gaps. The plan also incorporates professional development for faculty and staff in several activities.” —*Community College Expert Reviewer*

## Large Take Aways

“The plan would benefit from the use of race-conscious language and identifying which specific racially minoritized groups activities are meant to serve. The use of inquiry and racially disaggregated data can help in future equity planning. Finally, instructional faculty and classroom-based equity activities can be incorporated in the future.”  
—*Community College Expert Reviewer*

### **CUE Recommendations:**

1. Create equity activities that explicitly **align** the race-specific metrics to race-specific activity descriptions.
2. Work to incorporate more **classroom-focused** equity efforts and **engage instructional faculty**.
3. Focus on specific **racially minoritized** student populations rather than on all students.
4. Include **equity-minded inquiry** as a strategy to better understand inequities.
5. Include **transfer-specific** equity activities.
6. Include **evaluation** plans using **disaggregated racial data**.
7. **Align equity planning** with **Vision for Success**.

Note-The take aways listed here are ONLY based on what was submitted via NOVA, June 2019 and the content of the executive summary. It does not reflect other strategic planning documents.

## Student Equity Plan, 2022-2025

### Intentional Design

- Transformational
- Community driven, thoughtful/meaningful, reflective
- Fluid and dynamic
- Race-consciousness
- Inform other institutional plans
- Braiding of funds

### Metrics that Support:

- Alignment with Guided Pathways and Vision for Success
- Accessibility and standardization, all colleges having the ability to use the same data via the dashboard
- Colleges' ability to identify student populations experiencing the most disproportionate impact

### Data-Driven

Available March 2022, Updates to the Student Success Metrics will complete. At that time:

- Data on the Student Success Metrics Cohort View will be updated to include the most recent data.
- Unsuppressed data files with DI calculations will be available on Data on Demand for districts to download.

### Use of DI to Support:

- College plans that center and prioritize student populations experiencing the most disproportionate impact for each metric
- The understanding that when we direct efforts to address the inequities for the population experiencing the most disproportionate impact, our efforts benefits other student populations, as well.

# Student Equity Plan Timeline 2022-2025

## Tentative Timeline

Item	Date
Final SEP Submitted in NOVA	November 1, 2022
Present tentative schedule to SEAP	March 1, 2022
Discuss SEP 22-25 with SSEC Chair/Co-Chair	March 2, 2022
Discuss SEP 22 - 25 with Jackie and PTF recommendations	March 10, 2022
Review 22-25 SEP Template with SEAP	March 15, 2022
Present 22-25 SEP Template to SSEC. Recruit committee members to participate in the writing/review team	March 21, 2022
Review data needs with IR	Week of March 21, 2022
Present 22-25 SEP Draft to SSEC for review and feedback	April 18, 2022
Present 22-25 SEP Draft to SEAP	April 19, 2022
Revise 22-25 SEP with feedback. Share final draft via email with SSEC and SEAP	May 2
Present draft to Academic Senate	May 10, 2022
Present draft to College Planning Council	May 18, 2022
Present SEP Draft to BOT	June 7, 2022
Revise 22-25 SEP with all feedback	June 30, 2022
Present final plan to Academic Senate	September 20, 2022
Present final plan to College Planning Council	TBD
Final revisions	September 23, 2022
BOT Approval	October 4 or October 18 ( <i>Development Meeting</i> )
Final revisions	October 24, 2022

# Professional Development Summary of Recommendations

- (Recommendation 25) Redesign professional development at Hartnell College around cohesive themes focused on equity, so that events, trainings and opportunities develop a common nomenclature and foster deeper understanding for the college as a whole





# Courageous Conversations Summary of Recommendations

- (Recommendation 26) Adopt the four-stage community engagement framework to ensure culturally affirming spaces for students and foster dialogue to further understanding and anti-racist action



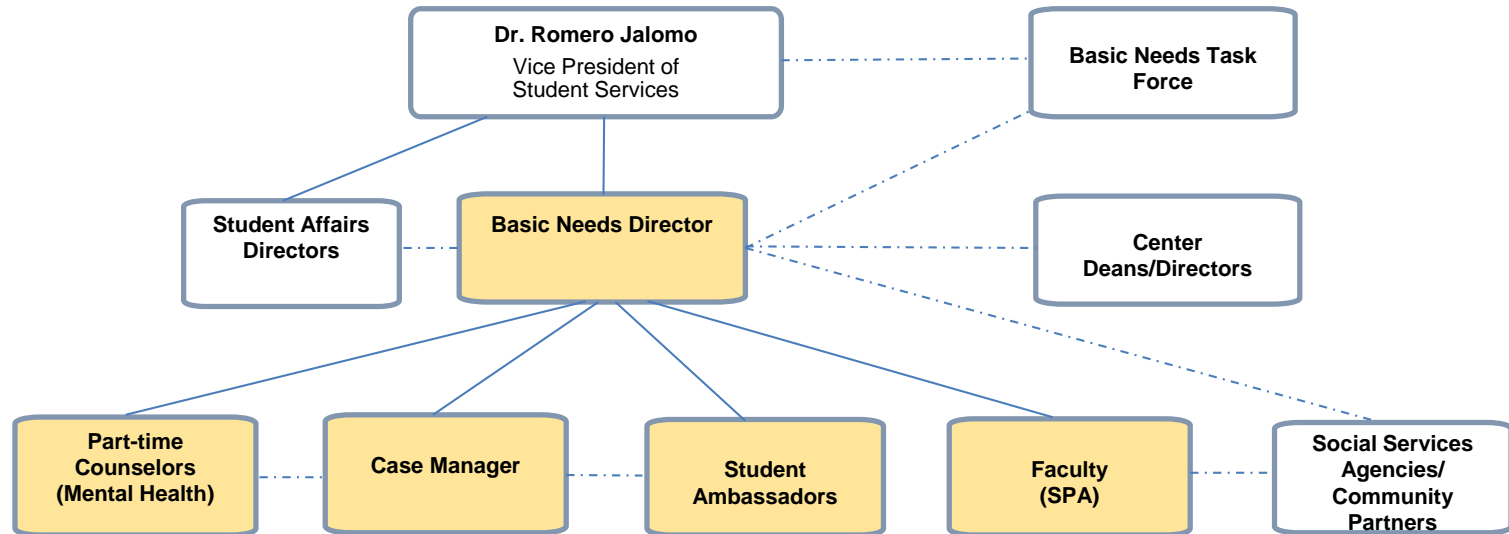
# Student Engagement Summary of Recommendations

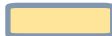
(Recommendations 30, 31) Create a Basic Needs Coordinator position, a student advisory group and a Basic Needs Center to assess and meet the food and housing needs of students.



# Win #1 Create a Basic Needs Center to Serve our Students

## Student Engagement Action Team- Recommendation 30, 31



 = grant funded

Note: Conceptual Org Chart- Dr. Jalomo and his team will be refining and finalizing the org chart

Equity Rubric - Version 2 – created and refined by our Student Success and Equity Committee in Fall 21. Moving towards discussion forums for flex

Equity Rubric for Student Services in progress

Gaining international recognition -

- Centre for Education, Language and Professional Practice - Humber College in Toronto, Ontario
- Mohawk Valley College in Utica, New York
- [eLumen webinar \(national presentation 2/22/22\)](#)
- Santa Fe Community College
- Merced College

# Win #3 Curriculum Committee Review of Equity Practices- Faculty

Curriculum Committee Review of Equity Practices – Spring 2021

[https://www.hartnell.edu/governance/councils/academic-senate/curriculum/equitable\\_curriculum.html](https://www.hartnell.edu/governance/councils/academic-senate/curriculum/equitable_curriculum.html)

Long Beach City College Cultural Curriculum audit – 10 faculty and staff attended this past summer with the goal of bringing this training to Hartnell for all faculty!

## Win #4 Embracing Equity Measures in our Outcomes and Assessment, Program Planning and Budget Processes

Achieving the Dream conference invitation – Presented in February 2022

The Outcome and Assessment, Student Success and Equity, and Curriculum committees shared how Hartnell has embraced equity measures in all of our work. Additionally, Program Planning and Assessment (PPA) Specialist David Beymer explained how the PPA process was used to help bring funding into alignment with these task force recommendations and objectives.

### 4 concrete ways to partner with the task force

1. Review the recommendations document
2. Provide your input and ideas
3. Become part of one of the committees who are actively engaged in equity, change and leadership
4. Support guided pathways and get involved with college reform legislation implementation at hartnell college

(Area F ethnic studies, AB705 implementation, reducing barriers to college completion, AB19 salinas valley promise , AB288 dual enrollment- early college credit)

**Questions and Thank you!**

# DREAMER

“ Hartnell inspired me to continue with my education. As a Dreamer, I felt alone, but once I learned about MiCASA and other scholarship programs available to me, I found the support I needed to know that I deserved to dream bigger.

**Karla Guillen**  
Greenfield, CA

Thank you for your Leadership!