



***Final Report***  
***President's Advisory Committee on***  
***Race and Equity***  
***(September 2020 - June 2021)***

**June 10, 2021**

## **Background:**

Following the horrific murder of George Floyd on May 25, 2020, an outpouring of rage, grief and demand for racial justice swept the nation and the entire world. The murder evoked a call for justice and an elimination of structural racism in our economy, our legal system and in education, among other segments of our society.

In the California Community College system, Chancellor Eloy Oakley issued a Call to Action focused on six major points:

1. System-wide review of police and first responder training and curriculum.
2. Campus leaders host open dialogue and address campus climate.
3. Campuses audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.
4. District Boards review and update Equity plans with urgency.
5. Shorten the time for the full implementation of the DEI Integration Plan
6. Engage in the Vision Resource Center “Community Colleges for Change.”

At El Camino College, dialogue and calls to action sprang up immediately. Across the campus, in meetings and discussions among various stakeholders, there was an urgent cry to eliminate structural and institutional racism. While the issues were not new and in fact, were well known by many, there was a greater awareness of the urgent need for institutional change among a wider body of campus constituents.

The El Camino College Academic Senate led the way in supporting a “Black Student Lives Matter” resolution that called for change and outlined specific steps to support anti-racism at El Camino College. The Scholarly Excellence in Teaching (SITE) team developed its 2020-21 inquiry question of “How to make El Camino College an anti-racist institution?”. The African American Employee Network (AFAM) advocated for action that will result in positive change for African American and Black students, faculty and staff.

The College Council supported the Academic Senate Resolution and other initiatives designed to drive change.

## **The President’s Advisory Committee on Race and Equity:**

As a compliment to these initiatives, the President’s Advisory Committee on Race and Equity was formed to advise the President on strategies to support an inclusive and welcoming campus climate for all students, faculty and staff. The Advisory Committee was organized around five areas of focus for 2020-21:

- Curriculum and Faculty Professional Development
- Campus-wide Professional Development
- Police and Community Relations/Policies
- Student Experiences
- Employee Experiences

The Committee included representation from across the campus:

ASO:	4 representatives
ECCE:	4 Representatives
Faculty	5 Representatives (4 from Senate and 1 from Federation)
POA/Police:	2 Representatives (1 from Management, 1 from POA)
Administrators:	4 Representatives
At Large	<u>3 Representatives (1 Faculty, 1 Classified, 1 Management)</u>
Total	22 Representatives

Each stakeholder group designated their representative with the Superintendent/President designating the three “at large” members.

- Associated Student Organization Representatives:
  - Giancarlo Fernandez
  - Fine Tuitupou
  - Jamisyn Williams
  - Faith Adams
- El Camino College Classified Employees Representatives:
  - Nailah Lee
  - Erika Yates
  - Veronica Palafox
  - Keiana Daniel
- El Camino College Academic Senate Representatives:
  - Stacey Allen
  - Melissa Fujiwara
  - Darcie McClelland
  - Brian Mims
- El Camino College Federation Representative
  - Analu Josephides
- El Camino College Administrator/Management Representatives
  - Jane Miyashiro
  - Ross Miyashiro
  - Jean Shankweiler
  - Iris Ingram
- Members at Large
  - Edith Gutierrez (Management)
  - Joshua Rosales (Classified)
  - Arturo Martinez (Faculty)

The Committee began its work in September 2020. The Committee developed a set of objectives and activities to support its purpose. The Committee met monthly to discuss progress made in the five focus areas. Subcommittees for each focus area met more frequently to gather data, discuss areas of concern, and develop recommendations.

The President's Advisory Committee on Race and Equity also participated in discussions regarding the College's membership in the USC Race and Equity community college group. Through this group, El Camino College students participated in the National Assessment of Collegiate Campus Climates survey on their perceptions of race and equity on campus. Also, as a member of the USC Center for Race and Equity, the college participated in a variety of monthly e-convenings. The Advisory Committee on Race and Equity also participated in the design of the 2021 El Camino College Climate Survey.

It is notable that these activities and accomplishments took place during a time of significant disruption due to the COVID-19 pandemic. The entire college community should be recognized for its engagement and commitment to diversity, equity and inclusion in the midst of a world-wide health crisis.

### **Major Accomplishments (September 2020 – June 2021)**

The President's Advisory Committee on Race and Equity, in concert with other groups on campus, contributed to institutional change in the following ways:

- Encouraged dialogue on the topics of racism, microaggressions, policing, professional development, inclusiveness and student belongingness;
- Encouraged and supported initiatives designed to strengthen equity-minded curriculum and faculty professional development;
- Supported the revision of board policies to reflect equity-minded institutional practices and establish accountability for such;
- Collected data from students on racial relations on campus through the NACCC survey;
- Revised the 2021 Campus Climate Survey to collect data relating to race and equity on campus;
- Supported learning by providing funding for student, faculty and staff participation in A2Mend convenings, the Black Student Success week, and other webinars relating to race and equity
- Supported the student-led efforts to design a new Social Justice Center on campus, identifying space on campus and the programming for such a center;

A more detailed listing of the President's Advisory Committee on Race and Equity supportive activities and objectives for 2021 is found on pages 4 – 11.

**El Camino College  
President's Advisory Committee on Race and Equity  
2020-21**

Recommendation	Lead	Status
Design faculty development programs that produce equity-minded instruction to provide a positive educational experience for all students	Faculty Development Committee – <i>Informed and Inspired Series</i>  Professional Development and Learning	<i>Numerous faculty and staff development opportunities in Fall 2020 and Spring 2021 ( appendix to be added)</i>
Review and Revise the new Faculty Learning Academy to introduce newly-hired tenure track faculty with equity-infused professional development	Faculty Development Committee  Professional Development and Learning	In development for Fall 2021. A new resource has been identified for the program:  Culturally Responsive Teaching in the Brain <a href="https://crtandthebrain.com/book/">https://crtandthebrain.com/book/</a>
Develop a community forum, supported by Guided Pathways, with the focus of infusing equity into program review	Institutional Research & Planning  Academic Senate: <ul style="list-style-type: none"> <li>• Assessment of Learning Committee</li> <li>• Academic Program Review Committee</li> <li>• Selected members of the Senate</li> </ul> Guided Pathways Steering Committee	<i>2021 Guided Pathways Winter Summit held on 2/9/21</i>  <i>United for Student Success held on 3/25/21</i>  <i>Program Review Templates revised approve in May 2021</i>

<p>Develop and expand, in collaboration with SITE and Guided Pathways, faculty development focused on culturally responsive teaching and a review of curriculum, syllabi and assessments</p>	<p>Academic Senate “design team”</p> <p>SITE team</p> <p>Guided Pathways Steering Committee</p> <p>myPATH Team</p>	<p><i>Faculty Equity Institute currently in design and will launch in Winter 2022; format and participation of faculty similar to the ECC PRIDE Program</i></p>
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<p>Educate the faculty and campus as a whole on Microaggressions, the definitions, education and ways to address and correct these actions</p>	<p>Faculty Development Committee</p> <p>SITE</p> <p>SEA</p> <p>Employee Experience Subcommittee</p> <p>Professional Development Committee</p>	<p><i>Spring 2021 Professional Development Day</i></p> <p><i>Faculty Book Club Spring 2021 reading of <u>Racial Microaggressions: Using Critical Race Theory to Respond to Everyday Racism</u></i></p> <p><i>Separate offerings to Management team and Classified Staff</i></p> <p><i>SITE Reading of <u>Everyday Antiracism: Getting Real About Race in School</u> Series of webinars and convenings Fall/Spring (SEA)</i></p>
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<p>USC e-convenings and follow up campus forums</p>	<p>Advisory Committee on Race and Equity</p> <p>SITE</p>	<p><i>Participated in nine E-Convenings through USC Center for Race and Equity; forty-five students, faculty, staff and administrators participated in the E-Convenings;</i></p> <p><i>Six campus-wide forums held; five were facilitated by SITE</i></p> <p><i>Full list of E-Convenings and participants is attached.</i></p>
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<p>Faculty Learning Community (FLC)</p>	<p>SITE</p> <p>Guided Pathway Steering Committee</p>	<p><i>SITE FLC – Black First – Generation Focused Learning Community</i></p> <p><i>SITE FLC - GP Success Team Focused Learning Community</i></p> <p><i>SITE FLC - Culturally Responsive Teaching</i></p>
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		<i>Regularly scheduled SITE Podcast</i>
Provide training on anti-racism at each Fall and Spring Professional Development events	Faculty Development Committee  Classified Development Committee  Management Development Committee  Professional Development Committee	<i>Fall 2020 – Call to Action</i>  <i>Spring 2021 – Where Do We Go From Here?</i>  <i>Fall 2021 - Transforming El Camino College and Ourselves: Engaging Equity-Mindedness across Our Community</i>
Mandatory Anti-Racism Training for faculty, classified and management	Faculty Development Committee  Classified Development Committee  Management Development Committee  Academic Senate  Professional Development	<i>Numerous offerings; mandated training pending and subject to negotiations with represented groups</i>  <i>ECC faculty, staff, management and students participated in webinars offered through A2Mend, Black Student Success Week, Chancellor’s Office and other organizations.</i>

	Committee	
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Revise the mission, vision and strategic initiatives to reflect commitment to anti-racism	<p>Comprehensive Planning Committee for developing the next Educational, Facilities, Staffing and Technology Plan;</p> <p>Strategic Planning Committee for developing the next Strategic Plan</p> <p>Collegial Consultation Committees</p> <p>ECC Board of Trustees</p>	<i>Committee to be formed in Summer 2021 with work to begin in Fall 2021</i>
Management should address anti-racism at each meeting to ensure their staff are protected and have a safe place to express concerns	<p>Management Development Committee to train managers in how to facilitate conversations about race</p> <p>Professional Development Subcommittee</p>	<i>Training needs to be identified and responded to in Fall 2021.</i>



Development of a web page dedicated to resources on anti-racism and the College's commitment to diversity, equity and inclusion	Professional Development Subcommittee  Marketing and Communication	<i>In progress with initial content:</i> <a href="https://www.elcamino.edu/administration/president/presidents-advisory-committee-on-race-and-equity/index.aspx">https://www.elcamino.edu/administration/president/presidents-advisory-committee-on-race-and-equity/index.aspx</a>
Audit of existing web content to ensure it reflects the College's commitment to diversity, equity and inclusion	Professional Development Subcommittee  Marketing and Communication  Individual departments	<i>Part of College Website Redesign under way; to be complete in Fall 2021</i>

Establish a Social Justice Center on campus	Student Experience Subcommittee  Student Development Office  Associated Student Organization  Vice President of Student Services	<i>Proposed Social Justice Center with site plan, mission, purpose, programming and staffing plan underway.</i>  <i>Proposed to open in 2021-22</i>
Implement Student Town Hall Meetings	Associated Student Organization  Student Equity Advisory	<i>ASO held four town hall meetings focused on Social Justice, Voting Rights, and Equity</i>

	Committee (SEAC)	
Create a process for collecting data on student engagement and participation in ECC organized events	Associated Student Organization Inter-Club Council	<b>Engage</b> software contract approved at the November 19 Board of Trustees meeting. Implementation in progress for Fall 2021.
Conduct an analysis of which students/programs are not being served by full time faculty	Academic Affairs Human Resources Academic Senate Office of Title IX, Diversity & Inclusion Institutional Planning & Research	<i>This action item will be addressed in 2021-22.</i>
Examine and identify barriers to entry and progress for faculty applicants of color	Human Resources Academic Affairs Academic Institutional Research & Planning	Employee Experience Subcommittee held discussions on this topic throughout Spring 2021. Recommendations will be developed in Fall 2021.
Re-engineer the Faculty Applicant Selection Process:	Human Resources Academic Senate	Employee Experiences Subcommittee held discussions on this topic throughout Spring 2021. Recommendations will be developed in Fall 2021. Some recommendations may require negotiations with bargaining unit.

<ul style="list-style-type: none"> <li>• Selection Committee Composition</li> <li>• Minimum Qualification evaluation tool</li> <li>• Examine equivalent weight or alternative means of acquiring instruction/service experience</li> <li>• Add application question to explain any systemic barriers related to race or other protected group status they may have faced in their academic and professional careers</li> <li>• Provide equity training to search committees</li> <li>• Standardize the practice regarding online and in-person first level interviews</li> <li>• Include students on hiring committees as voting members;</li> </ul>	<p>ECC Federation of Teachers</p> <p>ECCEC</p> <p>ASO/Student Development Office</p> <p>Office of Title IX, Diversity &amp; Inclusion</p>	
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<p>provide compensation</p> <ul style="list-style-type: none"> <li>• Include students in the teaching demonstrations</li> </ul>		
<p>Require training of managers and search committee members</p> <ul style="list-style-type: none"> <li>• Mandate training for chairs on how to manage the search and hiring process from an equity lens</li> <li>• Develop training modules for search chairs and committee members to standardize applicant screening processes and interview assessments</li> </ul>	<p>Professional Development and Learning</p> <p>Office of Title IX, Diversity &amp; Inclusion</p> <p>Human Resources</p> <p>Academic Senate</p>	<p>Current EER training was reviewed with updates and enhancements to the training video - ongoing process</p>
<p>Enhance equity-minded interview questions</p> <ul style="list-style-type: none"> <li>• Embed equity mindedness in the majority of interview questions developed</li> </ul>	<p>Professional Development &amp; Learning</p> <p>Office of Title IX, Diversity &amp; Inclusion</p> <p>Human Resources</p> <p>Academic Senate</p>	<p>Employee Subcommittee held discussions on this topic throughout Spring 2021. Recommendations will be developed in Fall 2021.</p>

<p>by the search committee and include 3-4 standardized equity questions for all searches</p>		
<p>Restructure the process for campus-wide El Camino College list-serve use to contain college-related communications that promote collegiality amongst all ECC employees</p> <ul style="list-style-type: none"> <li>• Establish a quality check to ensure that messages are sent as BCC</li> <li>• Checked to ensure that messages support college values and goal to become an anti-racist institution</li> <li>• Checked to ensure that messages are collegial, professional and related to college-related matters</li> </ul>	<p>Technology Committee – draft board policy</p> <p>Collegial Consultation Committee process for new board policy</p> <p>Board of Trustees</p>	<p><i>Process revamped and recommendation moved forward to the Technology Committee for policy development.</i></p>

Establish a different communication vehicle for those messages that do not meet quality standards.		
Understand state Peace Officers Standards and Training (POST) requirements.	Police and Community Relations Subcommittee	<i>El Camino College Police Chief and others participated in CCCCCO webinars offered in partnership with the state Peace Officer Standards and Training (POST)</i>
Conduct a review of the El Camino College Police Handbook	Police and Community Relations Subcommittee	<i>Review completed in Spring 2021</i>
Create a Campus Safety Partnership Framework	Police and Community Relations Subcommittee	<i>Completed and presented to the President's Advisory Committee on Race and Equity on March 11, 2021</i>
Conduct a campus forum on El Camino College police relations	Police and Community Relations Subcommittee	<i>Campus-wide Police Forum held on March 26, 2021. More forums will be held – Fall 2021 and Spring 2022</i>
Review Board Policies with an equity lens and make revisions as needed	Board of Trustees – subcommittee  Superintendent/President  Collegial Consultation Committees  Board of Trustees	<i>Board policies revised in Chapter 2 and 3 of the Board policies:  BP 2200 Board Duties and Responsibilities BP 2210 Officers BP 2220 Committees of the Board BP 2435 Evaluation of the Superintendent/President BP 2745 Self Evaluation of the Board of Trustees  Approved by the Board on May 17, 2021  Additional Board Policies will be reviewed and revised if needed in 2021-22</i>

## USC E-Convenings

### ***Fostering and Sustaining Inclusive Classrooms for Students of Color***

**September 10, 2020**

**December 2, 2020 Forum facilitated by SITE**

Melissa Fujiwara (Instructional Faculty)  
Christopher Page (Instructional Faculty)  
Charlene Brewer-Smith (Instructional Faculty)  
Nancy Freeman (Instructional Faculty)  
Christopher Hurd (Counseling Faculty)

### ***Understanding and Addressing Implicit Bias***

**October 12, 2020**

**April 6, 2021 Forum facilitated by SITE**

Monica Delgado (Classified Staff)  
Seranda Bray (Counseling Faculty)  
Ruben Lopez (ECC Police Department)  
Fine Tuitupou (Student)  
Jamisyn Williams (Student)

### ***Understanding and Confronting Anti-Black Racism***

**November 12, 2020**

**May 6, 2021 Forum facilitated by SITE**

Gary Medina (Librarian – Faculty)  
Maribel Hernandez (Faculty)  
Lyn Clemons (Management)  
Austin Osogwin (Student)  
Nisha Josephs (Student)

### ***Meaningfully Integrating Race Across the Curriculum***

**December 10, 2020**

**May 13, 2021 Forum Facilitated by SITE**

Ryan Martinez (Classified)  
Joshua Rosales (Classified)  
Linda Cooks (Faculty)  
Erica Brenes (Faculty)

***Recruiting and Hiring Faculty of Color***  
**January 25, 2021**  
**April 6, 2021 Forum Facilitated by SITE**

Robert Williams (Faculty)  
Darcie McClelland (Faculty)  
Analu Josephides (Faculty)  
Jackie Sims (Faculty)  
Nina Baily (Classified)

***Confronting Explicit Acts of Racism and Racial Violence***  
**February 18, 2021**  
**May 27, 2021 (tentative) Forum Facilitated by SITE**

Greg Toya (Manager)  
Karen Preciado (Manager)  
Brizset Giles (Faculty)  
Hong Herrera Thomas (Faculty)  
Erika Solorzano (Campus Police)

***Equity Minded Student Services***  
**March 19, 2021**  
**No Forum – End of the Spring Semester**

Robert Williams (Faculty)  
Julieta Aramburo (Manager)  
Bonnie Mercado (Classified)  
Yunuen Carranza (Student)

***Implementing AB705 and other Legislation in Equitable Ways***  
**April 21, 2021**  
**No Forum – End of the Spring Semester**

Scott Kushigemachi (Administrator)  
Maria Recarte (Classified)  
Marci Morjich (Classified)  
Clevette Thomas (Student)  
Jackie Sims (Faculty)

***Accountability and Incentive for Advancing Racial Equity***  
**June 2, 2021**  
**No Forum – End of Spring Semester**



Scott Kushigemachi (Administrator)

Bonnie Mercado (Classified)

Chris Gold (Administrator)

Joshua Rosales (Classified)

Yunuen Carranza (Student)