



El Camino College

President's Advisory Committee on Race and Equity

Membership:

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:	<u>4 Representatives</u> 19 Representatives
Three At Large	3 Representatives (1 Faculty, 1 Classified, 1 Management)
Total	22 Representatives

Process: Each stakeholder group designates their representative. Diversity of thought and racial background is desired.

Charter:

The purpose of the President's Advisory Committee on Race and Equity is to advise the President on strategies to support an inclusive and welcoming campus climate for all students, faculty and staff. The Committee will develop a set of objectives and activities that support this vision. The Committee will use a tri-chair model to conduct its work. There are five areas of focus for 2020-21:

- Curriculum and Faculty Professional Development (Academic Senate lead)
- Campus-wide Professional Development (ECCE, Administrators, Faculty)
- Police and Community Relations/Policies (Administrators, ASO, Faculty, ECCE)
- Student Experiences (ASO lead, Administrators, Faculty)
- Employee Experiences (Administrators, ECCE, Faculty- Federation)

The Committee will also oversee the development of a calendar of activities that reflect the focus on race and equity, sponsored by affinity groups as well as the college at large.

Timing:

The Committee will be launched in September and develop a schedule of meetings and milestones for the 2020-21 Academic Year.

USC Center on Race and Equity "California Community College Racial Equity Leadership Alliance"

In June 2020, the USC Center on Race and Equity formed the California Community College Racial Equity Leadership Alliance. The Alliance will offer e-convenings, trainings, climate surveys and technical assistance to community colleges within the Alliance. Colleges can send teams of five to the e-convenings, which will commence in September 2020. *The President's Advisory Committee on Race and*

July 28, 2020

Equity will advise the President on the selection of five participants for each e-convening. The e-convenings will cover the following topics:

Abbreviated List of eConvening Topics

Accountability and Incentives for Advancing Racial Equity

Confronting Explicit Acts of Racism and Racial Violence on Campus

Creating Equitable Pathways to Leadership Roles for Employees of Color

Disaggregating Data to Identify Racial Inequities

Eliminating Racial Disproportionality in Student Transfer Rates

Fostering and Sustaining Inclusive Classrooms for Students of Color

Hiring and Retaining Faculty of Color

Implementing AB 705 and Other Legislation in Equitable Ways

Meaningfully Integrating Race across the Curriculum

Opposing the Erasure of Asian Americans, Pacific Islanders, and Native Americans

Productively Resolving Racial Tensions between Black and Latinx Classified Employees

Recruiting and Strategically Diversifying Staff at All Levels

Strategic Planning for Racial Equity

Using Survey Data to Improve Campus Racial Climate