

Diversity Equity Inclusion Access Coordination Team

Presentation to Las Positas College Academic Senate
May 8, 2024



Section 29F of the Faculty Agreement

29F. Diversity, Equity, Inclusion, and Access Coordination Team (DEIACT)

Each college shall have its own structure for establishing a Diversity Equity inclusion and Access Coordination Team on student equity and student success. Chabot College has currently defined its DEIA coordination team as the Chabot College Equity for Professional Growth group (CCEPG). By Spring of the 2023 academic year, Las Positas College will determine its DEIA coordination team.

No later than May 1, 2023 the District and Faculty Association will meet to negotiate a MOU, which outlines the support and implementation of the DEIA requirements in the academic 2023-2024 issued by the state.

Upon the release of the State's timeline for the mandatory implementation of the DEIA mandate, the district and FA will meet within 30 days to discuss potential impacts and effects on collective bargaining.

Section 29F.1 of the Faculty Agreement

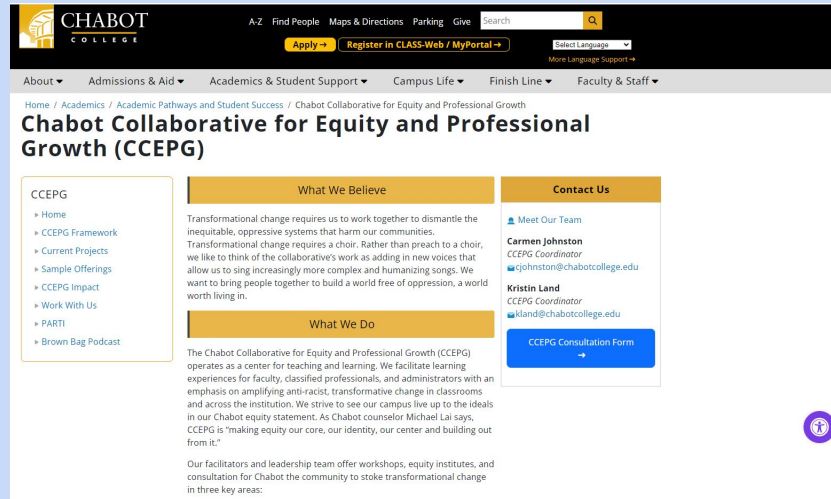
29F.1 DEIACT Responsibilities for Spring 2023

- a. Chabot and Las Positas DEIACTs shall collaborate with: each other, existing equity groups on campus, college Presidents or appointee(s), and the Chancellor or appointee and Vice Chancellor of Human Resources or appointee, to develop a unified understanding of the State's DEIA principles.
- b. Working collaboratively with existing equity groups, the campus DEIACTs shall create and recommend the "roll out" for how DEIA competencies are introduced to CLPCCD faculty; define the unit members' professional development obligation, and strategies for ongoing professional development and the equitable inclusion of DEIA competencies. The DEIACTs will share this "roll out" with the college's shared governance committees, senates, College Presidents or appointee(s), and the Chancellor or appointee and Vice Chancellor of Human Resources or appointee.

Our Las Positas team



Our Chabot team



The screenshot shows the Chabot College website page for the Chabot Collaborative for Equity and Professional Growth (CCEPG). The page features a navigation bar with links for 'About', 'Admissions & Aid', 'Academics & Student Support', 'Campus Life', 'Finish Line', and 'Faculty & Staff'. The main content area is titled 'Chabot Collaborative for Equity and Professional Growth (CCEPG)' and includes a sidebar with a 'CCEPG' menu, a 'What We Believe' section, a 'What We Do' section, and a 'Contact Us' section. The 'Contact Us' section lists Carmen Johnston as the CCEPG Coordinator and Kristin Land as the CCEPG Coordinator, both with their respective email addresses. A blue button labeled 'CCEPG Consultation Form' is also visible.

CHABOT COLLEGE

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About Admissions & Aid Academics & Student Support Campus Life Finish Line Faculty & Staff

Home / Academics / Academic Pathways and Student Success / Chabot Collaborative for Equity and Professional Growth

Chabot Collaborative for Equity and Professional Growth (CCEPG)

CCEPG

- Home
- CCEPG Framework
- Current Projects
- Sample Offerings
- CCEPG Impact
- Work With Us
- PARTI
- Brown Bag Podcast

What We Believe

Transformational change requires us to work together to dismantle the inequitable, oppressive systems that harm our communities. Transformational change requires a choir. Rather than preach to a choir, we like to think of the collaborative's work as adding in new voices that allow us to sing increasingly more complex and humanizing songs. We want to bring people together to build a world free of oppression, a world worth living in.

What We Do

The Chabot Collaborative for Equity and Professional Growth (CCEPG) operates as a center for teaching and learning. We facilitate learning experiences for faculty, classified professionals, and administrators with an emphasis on amplifying anti-racist, transformative change in classrooms and across the institution. We strive to see our campus live up to the ideals in our Chabot equity statement. As Chabot counselor Michael Lai says, CCEPG is "making equity our core, our identity, our center and building out from it."

Our facilitators and leadership team offer workshops, equity institutes, and consultation for Chabot the community to stoke transformational change in three key areas:

Contact Us

- Meet Our Team
- Carmen Johnston**
CCEPG Coordinator
cjohnston@chabotcollege.edu
- Kristin Land**
CCEPG Coordinator
kland@chabotcollege.edu

CCEPG Consultation Form

CHABOT COLLEGE



Role of DEIACT



To collaborate with: each other, the Equity for Professional Growth group (CCEPG) at Chabot College, and other existing equity groups on campus to develop a unified understanding of the State's DEIA principles

Responsibility of DEIACT



- Work with the faculty coordinators of the Equity for Professional Growth group (CCEPG) at Chabot College to recommend contract standards for faculty
- Work in collaboration across the college and with Chabot faculty coordinators to define and recommend DEIA competencies for faculty
- **Develop and recommend faculty professional development obligations and identify strategies for ongoing professional development**
- Work collaboratively across the college and with Chabot faculty coordinators to create and recommend a communication plan for how DEIA competencies and contract standards are introduced to CLPCCD faculty
- Share the communication plan with the college's shared governance committees, senates, College Presidents or appointee(s), and the Chancellor or appointee and Vice Chancellor of Human Resources or appointee
- **Establish an advisory group made up of members who are committed to the institution's goal to prioritize equity and anti-racism**; the advisory group shall include faculty, administrators and classified professionals to allow the team to also focus on providing culturally competent professional development for all employee groups at LPC
- **Identify strategies for ongoing professional development and the equitable inclusion of DEIA competencies, across all divisions and employee groups** - work collaboratively with the Professional Development committee, Office of Student Equity & Success, Teaching and Learning Center, and Guided Pathway leads in this effort
- Meet regularly with the advisory group; serve as co-chairs to discuss, review, and recommend DEIA related professional development activities for the college
- Consult with the college President or appointee(s), and the Chancellor or appointee and Vice Chancellor of Human Resources or appointee, as needed

CLPCCD Observation of Instruction - Draft



[CLPCCD Observation of Instruction Draft - Google Docs](#)

Chabot-Las Positas Community College District Observation of Instruction DRAFT

The Observation of Instruction has been based on the standard "Excellence in Working with Students" from the [CLPCCD Professional Standards Draft](#), and focuses on the categories and substandards therein. The draft language of the standard has also been included in the document to facilitate review of observation statements. Note that "Evaluation" has been removed from the document to encourage the ideas of growth and improvement without punitive action.

Standard 3 "Excellence in Working with Students", Category 1: Content/Tasks

Standard Language for Category 1: Content/Tasks

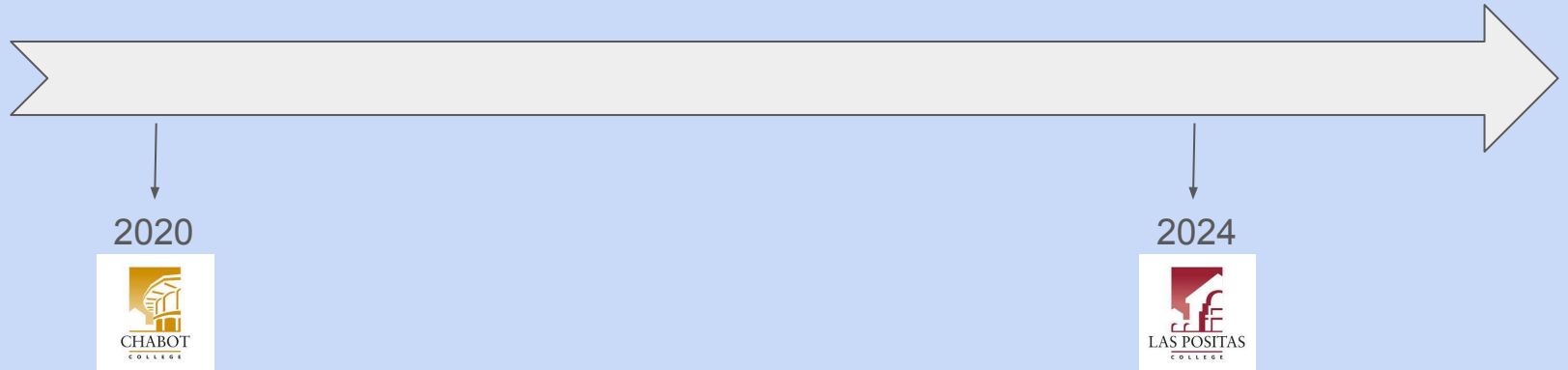
- Stay current on discipline including knowledge from diverse communities and perspectives, and how these communities are affected particularly those from disproportionately impacted groups.
- Adapt your content knowledge to make it relevant, representative, and accessible to a diverse community of students.
- Critically evaluate and address the status quo and biases that are pre-existing in the subject field
- Use a curriculum that promotes a race-conscious, culturally affirming, and intersectional lens that is both anti-racist and inclusive.

Observation Items for Category 1: Content/Tasks

Observation Items: Select "Yes", "No", or "Not Applicable". Note that no minimum or maximum number of items "should" be checked.

- Instructor attended professional development opportunities specifically focused on DI groups.
- Instructor includes content from diverse communities and perspectives
- Instructor used culturally responsive frameworks, such as ignite, chat/chew, review
- Instructor acquired current subject specific knowledge. (eg. attended conference, wrote a paper, workshops)
- Instructor provides an opportunity to critically evaluate the status quo and biases that are pre-existing in the subject field. (see notes for examples)

Timeline



Next Steps



- Create DEIACT webpage with resources
- Establish an advisory group
- Provide meaningful input on Standards of Excellence document prepared by CCEPG
- Co-present at Convocation 2024 with CCEPG
- Host Flex Day workshop in Fall 2024
- Meet with Classified Senate and relevant campus committees
- Present regular updates at Division Meetings