

## PRESIDENT'S TASKFORCE ON EQUITY & INCLUSION

### 2020-21 TASKFORCE UPDATE

This past year, the taskforce has engaged in thoughtful and thorough work to advance Orange Coast College's efforts to create an environment of inclusion and belonging for all OCC students, faculty, staff and administrators.

Timeline	Work	Taskforce Focus/Goals
Fall 2020	<p>Taskforce Development:</p> <ul style="list-style-type: none"> <li>▪ Developed President's Taskforce on Equity &amp; Inclusion and endorsed by the College Council on 9/2/20 &amp; 10/6/20.</li> <li>▪ Recruited taskforce membership</li> </ul> <p>Institutional Development:</p> <ul style="list-style-type: none"> <li>▪ Hosted two campus wide workshops:               <ul style="list-style-type: none"> <li>✓ 11/13: Shared Language (Diversity, Equity &amp; Inclusion)</li> <li>✓ 11/20: Creating an Environment of Care with Equity Mindedness in a Community College Setting</li> </ul> </li> <li>▪ Conducted individual group facilitated workshops on Shared Language</li> <li>▪ Resource members of taskforce participated in District Diversity Taskforce on selection of campus racial climate survey selection (HEDS survey selection)</li> </ul> <p>Taskforce Launched (11/6/2020):</p> <ul style="list-style-type: none"> <li>▪ Established Shared Norms (add Link)</li> <li>▪ Established a shared leadership model through identification of chairpersons.               <ul style="list-style-type: none"> <li>✓ Nicole Gaspar, Student</li> <li>✓ Norma Alcala, Classified Professional</li> <li>✓ Shannon Wells, Faculty</li> <li>✓ Juan Gutierrez, Manager</li> </ul> </li> <li>▪ Debriefed on campus workshops and feedback from taskforce.</li> <li>▪ Focused on HEDS Survey to be launched for employees &amp; Students in Spring 2021</li> </ul>	<p>Taskforce Development</p> <p>Institutional Development</p>

Spring 2021	<ul style="list-style-type: none"> <li>▪ Completed Taskforce membership (New VP of Instruction and Faculty Coordinator of Multicultural Center)</li> </ul>	Taskforce Structure
Spring 2021	<ul style="list-style-type: none"> <li>▪ Developed a taskforce website (<a href="#">here</a>)</li> </ul>	Taskforce Information & Resources
Spring 2021	<ul style="list-style-type: none"> <li>▪ Focused Flex Day on equity &amp; inclusion with a variety of workshops (<i>theme: Meeting Equity Challenges with Diverse Solutions</i>)</li> <li>▪ Hosted two Flex Day workshops on HEDS survey (day/evening) with opportunity to complete survey.</li> <li>▪ Taskforce engaged in a workshop focused on Organization Reconciliation/Forgiveness for Taskforce by Dr. Dawn Person.</li> </ul>	Taskforce and campus training and development
Spring 2021	<ul style="list-style-type: none"> <li>▪ Conducted taskforce Educational Master Planning Visioning Sessions through an Equity Lens (<a href="#">here</a>) and alignment with collegewide visioning work. Areas of focus: <ul style="list-style-type: none"> <li>○ Collegewide equity themes</li> <li>○ Taskforce equity themes</li> <li>○ Future visioning</li> <li>○ Taskforce Equity/Inclusion Priorities &amp; Action Items</li> </ul> </li> <li>▪ Began the development/defining of Diversity, Equity &amp; Inclusion Framework informed by taskforce priorities and action items</li> <li>▪ Administered HEDS Survey (Employees &amp; Students) <a href="#">here</a> and reviewed and monitored survey progress</li> <li>▪ Conducted Student Focus Groups (May 2021)</li> </ul>	<p><u>Taskforce Goal #1:</u> Conduct an assessment of campus climate, practices, policies, and structures (e.g., racial, equitable, inclusive experiences)</p> <p><u>Taskforce Goal #3:</u> Align action plan with the college's Educational Master Plan</p> <p><u>Taskforce Goal #4:</u> Identify similar initiatives currently underway at OCC and other institutions that advance this work and build upon this work</p>
Summer 2021	<ul style="list-style-type: none"> <li>▪ Taskforce chairpersons attending summer DEI Leadership Academy (focused on DEI Plans)</li> <li>▪ Taskforce Recommended Reading: <i>From Equity Talk to Equity Walk</i> by McNair, Bensimon and Malcom-Piqueux</li> <li>▪ Conduct Focus Groups for Classified Professionals and Managers</li> <li>▪ Conduct Organization Reconciliation/Forgiveness Workshops</li> </ul>	<p><u>Taskforce Goal #1:</u> Conduct an assessment of campus climate, practices, policies, and structures (e.g., racial, equitable, inclusive experiences)</p>

Fall 2021	<ul style="list-style-type: none"> <li>▪ Conduct Focus Groups with Faculty</li> <li>▪ Conduct Organization Reconciliation/Forgiveness Workshops</li> <li>▪ Review the results of the HEDS survey &amp; share with the campus community</li> <li>▪ Continue the development/defining of Diversity, Equity &amp; Inclusion Framework</li> </ul>	<p><u>Taskforce Goal #1:</u> Conduct an assessment of campus climate, practices, policies, and structures (e.g., racial, equitable, inclusive experiences)</p> <p><u>Taskforce Goal #2:</u> Utilize assessment results to develop strategic objectives that promote and advance diversity, equity, access, and inclusion across the institution</p> <p><u>Taskforce Goal #5:</u> Recommend tangible, measurable, and implementable interventions that advance the college's values of fostering an equity minded and inclusive campus environment. Implementation of recommendations will honor established participatory governance processes</p>
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Special appreciation to the students who served and participated on the taskforce and are leaving OCC to pursue their educational & professional journey.

Have a joyful summer.

Sincerely,

*Taskforce Chairpersons Nicole Gaspar, Norma Alcala, Shannon Wells, Juan Gutierrez, and Angelica Suarez*