

WHAT'S IN THIS ISSUE:

HERE WE ARE!
PAGE 01

ONLINE RESOURCE CENTER
PAGE 01

LETTER FROM THE CO-CHAIR
PAGE 02

THE HANCOCK ACADEMY
PAGE 03

CULTURALLY RESPONSIVE SCORECARD
PAGE 04

PROFESSIONAL DEVELOPMENT
PAGE 05

DEI NEWSLETTER

THE OFFICIAL NEWSLETTER OF THE AHC DEI TASK FORCE

HERE WE ARE!

The DEI Task Force is excited to put out the first DEI Newsletter, a regular newsletter to spotlight the awesome DEI happenings on campus. Also, the newsletter will bring voice and spotlight to the changes that need to take place on campus to make this a great environment for our students to thrive. To begin, the task force created the foundation for this work. This involved defining what DEI means:

Diversity

Diversity is the range of human differences and identities, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, perspectives, and political beliefs (including all intersectionalities).

Equity

Equity is the promotion of justice, individualized treatment, and fairness needed for all individuals to achieve individual and communal success.

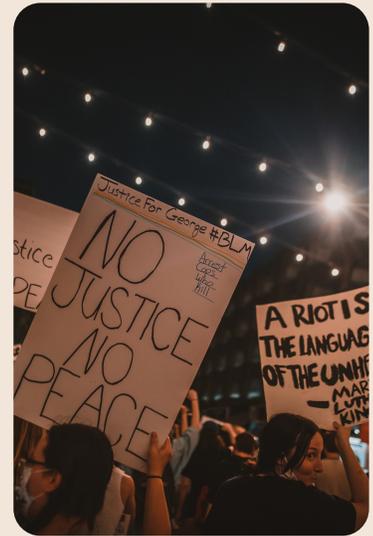
Inclusion

Inclusion is the policy and intentional practice by which barriers are removed so that all individuals may be fully involved and empowered to participate meaningfully in all aspects of the college.

HELP!
Help us pick a name for this newsletter. Scan and give input.



Scan/ Click to suggest

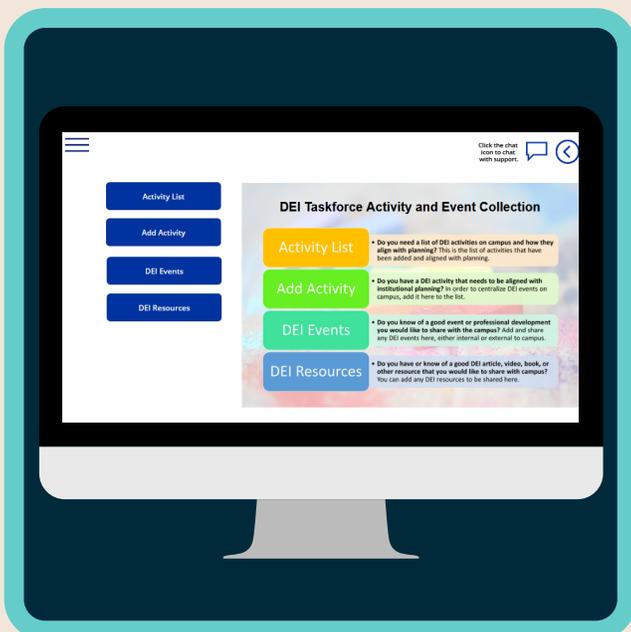


DEI ONLINE RESOURCE CENTER

The DEI Online Resource Center is a site where the task force can centralize events, activities, and programs that are happening on campus. The website is also a resource for external DEI items. The app can be used to collect and share these events with each other. Articles, videos, books and other events can be posted into the app.

The DEI website will also house the newsletter and submission form for being spotlighted as a DEI event on campus. Checkout the two spotlights starting on page three.

[DEI Online Resource Center](#)



A LETTER FROM THE FACULTY CO-CHAIR

Hello Colleagues,

I hope you had a great end of the semester. I am Ana Gómez de Torres and I'm excited to be the faculty co-chair of the Diversity, Equity, and Inclusion (DEI) Task Force. One of the focuses of the DEI Task Force is the bringing together of representatives from all campus constituency groups—individuals similarly committed to advancing the DEI critical work in a collaborative and genuine way to transform practices on campus for the benefit of all and the communities we serve.



One of our many responsibilities is making the campus community aware of DEI efforts happening in AHC. With this, I extend an opportunity to invite faculty to share efforts you are undertaking centered on advancing DEI on campus. You are welcome to write a short summary of your efforts to include on future DEI Newsletters. Use the link to the right to make a submission. Below are some examples of the DEI efforts faculty have been involved in over the years:

- Teaching Learning & Social Justice - Faculty PD
- Resolution in Support of the Federal Deferred Action for Childhood Arrivals (DACA) Program
- Resolution Supporting Diversity, Unity, and Undocumented Students
- Resolution to Declare that Black Lives Matter and that the Lives of Black Student
- The Hancock Academy from Ensure Learning
 - Intro to Equity, Equity vs. Equality
 - Applications, Universal Design for Learning, Diversity Statements
 - Implicit Bias from Students' Standpoints
 - Equity for Students with Disabilities/Sensitivity Training
- Culturally Responsive-Sustaining Higher Education Curriculum Scorecard

Finally, I would like to invite faculty to think of a new name for the DEI Newsletter that could sound more inviting. Please post your ideas here: <https://padlet.com/stevenbutler1/oj35q5ju47m20mjr> . Thank you for taking the time to read this and for supporting the DEI efforts.

I look forward to working with you as “we” continue advancing the DEI critical work.

Happy Holidays!

Ana

The co-chairs, Steven, Ruben and Ana, invite all employees, regardless of classification to participate and submit DEI efforts.

Scan or click the QR

to make a submission



THE DEI SPOTLIGHT

Scan or click the QR to make a submission



This section is used to highlight those events and happenings on campus that showcase diversity, equity and/or inclusion. If you have any event or happening that you wish to highlight, visit the DEI website and make a submission to the newsletter.

THE HANCOCK ACADEMY

from Ensure Learning and Hancock Academy Coordinator Amanda Lombard

Hancock Academy is a four session professional development series where faculty and staff engaged in meaningful dialogue and reflection about equity in action on campus. Participants met on Zoom for an hour to learn and engage in discussion, and then had video, reading, and posting assignments on Canvas throughout the week. We heard from students about how stereotypes and implicit biases affected their Hancock experience, we learned about Universal Design for Learning and accessibility for our students with disabilities, and shared from our own experiences and knowledge about equity.

This semester's inaugural Hancock Academy went very well! We had about twenty active participants in the Zoom sessions and on the assignments on Canvas, with a wide range of departments and disciplines. I loved hearing experiences and thoughts of how we can better achieve equity for our students from both faculty and staff, and in all different disciplines! It was also meaningful to hear from Vanessa Dominguez and Rising Scholars mentors and Stephanie Crosby as part of Hancock Academy.

Next semester's plan is to run the same four week Intro to Equity Hancock Academy, in addition to a four week Equity Part 2 Hancock Academy where we dive deeper into date from DEI Task Force and really analyze potential barriers for students on our campus. We also hope to change the formatting a bit to have even more discussion time and less assignments on Canvas, as our first cohort found the discussions the most valuable. We definitely hope to get more faculty and staff involved in the future! I selected equity for the first Hancock Academy sessions as I think it is of utmost importance, but in the future, we plan to have sessions on many different topics such as accessibility, plagiarism, better use of technology, and plenty more.



THE DEI SPOTLIGHT

CULTURALLY RESPONSIVE-SUSTAINING HIGHER EDUCATION SCORECARD

from Leeanne McNulty, Ed.D.

Scan or click the
QR to make a
submission



1. Could you briefly describe the scorecard?

The Culturally Responsive-Sustaining Higher Education Curriculum Scorecard (CR-SHES) is an evidence-based tool that can be utilized by faculty members to determine the extent to which their curriculum is culturally responsive or culturally destructive. Results can be used to strengthen or modify existing curriculum or to develop new curriculum.

2. How could this support DEI on campus?

The Culturally Responsive-Sustaining Higher Education Scorecard implementation and guidance on areas of the curriculum that may need modification supports AHC's drive for diversity, equity, and inclusion on campus in four distinct areas:

- 1) Transforming Teaching and Learning
- 2) Enhancing Students' Motivation to Learn
- 3) Teaching Across Cultural Strengths
- 4) Authentic Student Engagement and Rigor

The connection between curriculum and culture creates an engaging educational environment which highlights cultural strengths, builds on existing knowledge, and motivates students to learn. The combination of these lead to student success.

3. What are the future hopes/plans for the scorecard?

Curriculum serves as the foundation of effective teaching and learning. We are hopeful this instrument, along with our associated professional development efforts, will lead to a greater understanding and use of culturally responsive-sustaining education practices at all higher education levels. By doing so, faculty across colleges and universities will better meet the needs of their ever-changing student populations.



“

"EDUCATIONAL LEADERSHIP SHOULD BE REFORMED TO REFLECT INCLINATIONS TO BE RESPONSIVE AND RESPECTFUL TOWARDS THE COMMUNITIES AND CULTURES THAT STUDENTS BRING INTO THEIR SCHOOLS "

JAMES S. WRIGHT & TAEYEON KIM (2020)

P.D. POSTINGS

I. PLAYING BEHIND A SCREEN: THE IMPLICIT BIAS IN OUR COLLEGES

This module introduces implicit bias and how it manifests on a college campus. The module offers strategies to address implicit bias at the institutional level to improve the educational outcomes for students and experiences for everyone on our campuses by creating culturally affirming and equity-centered policies and practices.

II. I DON'T SEE COLOR, I JUST SEE PEOPLE: BECOMING CULTURALLY COMPETENT

This module examines the way in which the U.S. educational system perpetuates inequity and introduces various frameworks that can be leveraged to promote cultural competence and develop culturally affirming policies, practices that improve students' experience on campus.

III. IMPROVING EQUITY IN CAMPUS HIRING (REQUIRED FOR DRS)

This module covers the benefits, ongoing need, and practical application of improving equitable hiring at the California Community Colleges. It is applicable across the campus but focuses more on faculty due to the positive relationship between faculty diversity and student success. It addresses legislative and ethical mandates as well as promising practices for improving diversity at each stage in the hiring process, from recruitment to retention.

SPRING RETREAT

The DEI Task Force is planning a Spring Kick-Off. We will be doing some professional development and some planning. If you are interested in joining, please contact the DEI Task Force.

Scan
for
email



VISION RESOURCE CENTER

These professional development opportunities are available for free at the Vision Resource Center. Login and create a free account. <https://login.visionresourcecenter.cccco.edu>

The Vision Resource Center is a portal for professional development and colleague connection in the California Community Colleges. Registration requires a California community college or approved partner organization email address. Individuals who do not have an approved email address can visit the [Vision Resource Center support portal](#) and create a ticket for an account. Please specify your work in the California Community Colleges and the reason for needing an account.

Please fill out the fields marked with *

Email Address *

CANCEL

SUBMIT