

April 6, 2022

To: Chaffey College Employees

From: Superintendent/President Henry D. Shannon, Ph.D.

Re: Chaffey College 10-Point Plan Updates

The progress and completion of Chaffey College's 10-Point Plan is an imperative for our campus community. As a document, its goals prioritize areas where we believe we can do better, while it also holds the District community, and in particular leadership, accountable for moving such important work forward.

To date, the District is progressing with the 10-Point Plan's goal and timelines in the following ways:

1. The Executive Team held a virtual town hall in April 2021 with attendees representing faculty, classified professionals and managers. While the intention was to use this platform for a discussion on race, the town hall instead focused on return to campus planning. As a response, the Executive Team held another town hall on October 29, 2021 with a clearer focus on conversations involving race. Both town halls were well attended. The next annual townhall will be held this month, April 2022.
2. The District committed to hiring an expert to assess equity practices in hiring, orientation, and professional development, as well as review reporting practices for complaints/concerns. The District advertised the position in May and hired Tomeika Carter as the Director of Diversity, Equity and Inclusion on July 1, 2021. Ms. Carter came to Chaffey with almost 20 years of teaching and educational administrative experience. Before her appointment at the College, she served as an administrator for a Title 1 school, providing support for low-income families from a multitude of cultures and ethnic backgrounds, across the spectrum of ability, and representative of all genders. Since her hire in July, Ms. Carter has trained more than 200 employees on cultural competency and EEO requirements, has conducted more than 50 accommodation meetings, facilitated the task force meetings on faculty recruitment practices, and has coordinated more than 30 hiring committees. Among other initiatives, she will be preparing the College's updated EEO Plan and will provide targeted training for managers in the coming months.
3. The District's focus to ensure more equitable outcomes are behind AB 705 is ongoing within both the English and Math Departments in Instruction. The progress the College has made on AB 705 implementation was highlighted by the California Acceleration Project in their newsletter in February 2022. The English Department continues to refine the PALs model in support of equity and AB 705, and the Math Department continues to explore efficacious ways of supporting students outside of the classroom in support of improved student achievement. The College also continues to expand access to quantitative reasoning through other offerings in the Business area.
4. The Curriculum Committee's review of course materials and course modification to promote the diversification of the District's curriculum is currently underway as the faculty work through developing and applying review criteria and introducing training. The Academic Senate has been a partner in the implementation of these changes as well, which illustrates the faculty's commitment to decolonizing the curriculum.

5. The District has contracted with scholars Dr. Luke Wood and Dr. Frank Harris to:
 - a. Develop and distribute a climate survey to students, faculty, classified professionals and administrators. This survey questions were developed in September 2021 with distribution taking place in October/November 2021. This is in accordance with the 10-Point Plan's timeline for fall 2021.

The climate survey's findings are currently being analyzed by Dr. Luke Wood. The District anticipates Dr. Wood and Dr. Harris providing a Governing Board presentation to our campus community on the climate survey at its April 21, 2022 meeting.

- b. The development of the Men of Color Student Support Model has begun. A District Taskforce made up of various employees met on July 22, 2021 with Dr. Harris to discuss the focus of this model and the work involved. The team reviewed Chaffey College's student outcome data for these populations in fall 2021. This spring, Chaffey College is hosting five Listening Sessions with our male students of color. The work for the Men of Color Student Support Model will extend through fall 2022.
6. The District committed to retain a professional with mental health expertise to work in collaboration with Campus Police to further support response efforts and deescalate non-criminal incidents whenever possible. The position of Director of Social Wellness and Behavioral Support was advertised in late January and first-level interviews took place March 14-18, 2022. The District decided to reopen this position this spring. Upon hire, this position will report to the Associate Superintendent of Student Services/Strategic Communications. In addition, the College is working to review and modify curricula in Criminal Justice to promote equitable practices that better educate and prepare students pursuing careers in law enforcement. To date, the Criminal Justice curricula has been completely redesigned to incorporate a social justice lens that updates law enforcement norms that often further disenfranchise historically oppressed communities. Plans to train existing faculty in the Department are underway in order to ensure that the updated curriculum translates into more current practices and expectations.
7. The Center for Culture and Social Justice (CCSJ) has offered multiple opportunities for professional learning for students, faculty, classified professionals and administrators. This year, more than 60 workshops have been held with 86 more scheduled through the end of spring 2022 for the Chaffey College campus community. The Faculty Success Center and BLOOM have also collaborated with CCSJ to develop a monthly series called, "Hidden Histories." Currently four of the six scheduled workshops have taken place. More information on CCSJ and its programming can be found on the District [website](#).
8. The President's Equity Council (PEC) was assigned to develop "Principles of Community" that include our community's commitment to access, equity, inclusion, and diversity. The PEC has developed and provided the Executive Team with a draft, which is currently being reviewed. Once approved, the District will work to increase awareness of these "Principles of Community" and make this work part of its brand.

9. Originally scheduled to take place in spring 2022, Chaffey College decided to move its Black/Brown Minds and Matter Conference to fall 2022. Due to the pandemic and its impact on our campus community, this change was made in hope that the fall timeline would permit us to plan for this event to be held in-person.

10. All of the efforts listed above have been incorporated in the College's Strategic Plan on Equity, which will be completed by the end of the spring 2022 term. This is to help ensure accountability, allow for review and create opportunities to update/add additional objectives and tactics as needed. Those strategic plans will be reviewed annually by College Planning Council to track progress and improvement.