

December 1, 2025

To: Chaffey College Employees

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

Re: Chaffey College 10-Point Plan Update

As a follow-up to our work on the 10-Point Plan, I am pleased to provide updates on the goals originally introduced in 2021. These initiatives were designed to better support students, faculty, staff, and administrators—particularly those from historically underrepresented communities. While much of this work is ongoing, here are the current outcomes:

1. Representatives from the Executive Team will hold/facilitate a virtual/in-person town hall once a semester to report on the progress of these initiatives, and to create a space for continuing conversations on race and our institution.

Outcome: Town halls have been held each semester since 2021, addressing a variety of topics, including issues of race, campus safety, LGBTQIA+ survey results, Measure P progress, and workforce innovation.

2. The College will retain an expert to assess and review equity practices in the recruitment, selection, orientation and retention of Chaffey College employees, as well as reviewing reporting practices for complaints and concerns.

Outcome: The District hired a Director of Diversity, Equity, and Inclusion on July 1, 2021 and over a period of two years, the director reviewed and made recommendations to improve the equity practices in recruitment, selection, orientation and retention. Over 540 employees have completed cultural competency and EEO training. Hundreds of accommodation requests were conducted and implemented, and EEO facilitation occurred on all selection committees. All employees complete harassment prevention training and annual Title IX training. The District's updated draft EEO plan is under review for Fall 2025 submission.

3. The College is amplifying efforts related to AB 705 to ensure more equitable outcomes in transfer-level English and quantitative reasoning courses.

Outcome: The English and math departments have taken multiple steps to ensure equitable outcomes align with the goals of AB 705 and the 10-Point Plan. This includes expanding into all eight of the Chaffey Joint Union High School District's traditional high school campuses. High school seniors can currently complete both English 1A (C1000) and English 1B (C1001) during the regular bell schedule. The program in 2026 will

expand to offer statistics to our high school students, allowing them to complete both college-level math and English requirements before even graduating from high school. Early data from the program shows that these students enjoy incredible success, with a combined success rate in English 1A over 96 percent in a combined cohort of over 1100 students. Our standard population students continue to be well-served by the curricular designs and intrusive supports implemented in response to AB 705, with overall success rates in English 1A and first-year math courses climbing.

4. The Curriculum Committee will incorporate an equitable materials review as part of course modification in order to promote the decolonization and diversification of the curriculum.

Outcome: By December 2025, all degrees and certificates will have undergone a holistic curriculum committee review with an intentional DEIA lens focused on incorporation of DEIA instructional strategies throughout the Course Outlines of Record (e.g. equity-minded instruction, including both formative and summative assessment, distance education options, encouraging the use of OER/ZTC materials, promoting credit for prior learning, etc.) and making suggestions for diversifying content and class assignments. All programs made modifications to include DEIA strategies and elements. All curriculum is submitted for review on a regular cycle in which curriculum committee members will continue to make recommendations that promote the decolonization and diversification of the curriculum.

5. The College contracted with scholars Dr. Frank Harris and Dr. Luke Wood as consultants to help develop and implement a campus climate survey and a “Men of Color Student Support Model.”

Outcome: The consultants presented their findings in 2022, making numerous recommendations such as enhancing awareness and programming for diverse students, improving cultural relevance in the classroom, improving marketing and web resources to better feature diverse students, enhancing access to courses, services and resources; and diversifying the pool of educators at Chaffey. Chaffey has incorporated these recommendations into programs and services, and introduced listening sessions and workshops focused on diversity, equity and inclusion.

6. The College will 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 College will also support efforts to review and modify curricula in Criminal Justice to promote equitable practices that better educate and prepare those students pursuing careers in law enforcement.

Outcome: Chaffey's Social Wellness and Behavioral Support Director Denise Padilla and her team have strengthened partnerships with the Higher Education Assessment Team, PRISM and the Veterans Resource Center to improve support of a diverse community. The team created a new program called "Chaffey Connects" – addressing students' academic challenges, mental health concerns or other life struggles. Staff handled hundreds of Chaffey Connects cases and held hundreds of individual mental health sessions in 2024-2025 alone. The criminal justice department has incorporated diversity, equity and inclusion into its curriculum, expanding use of Zero Textbook Cost courses, active and personalized listening, distance education flexibility and implementation of social justice elements to selected courses.

7. The Center for Culture and Social Justice will offer multiple opportunities for professional learning for students, faculty, classified and administrators in areas such as anti-Blackness, anti-immigration, promoting racial justice, including workshops on racism in education, racial battle fatigue, and equity-minded practices while incorporating intersectionality. The Faculty Success Center and BLOOM efforts will also partner on these efforts in order to increase engagement and participation. These efforts are already underway and will continue.

Outcome: The Center for Culture and Social Justice (CCSJ) has offered multiple opportunities for professional learning for students, faculty, classified professionals and administrators. In 2022 alone, more than 100 workshops were held for the Chaffey College campus community. These events continue to be held each year. The Faculty Success Center and BLOOM have also collaborated with CCSJ to develop a monthly series called "Hidden Histories." Chaffey has hosted numerous trainings for the campus community regarding immigration issues, including TODEC sessions and more than 100 "Know Your Rights" workshops by Chief Legal Officer and General Counsel Ryan Church. More information on CCSJ and its programming can be found on the District website.

8. The President's Equity Council (PEC) will be assigned to develop "Principles of Community" that articulate our community's commitment to access, equity, inclusion, and diversity. The PEC will begin working on this in September 2021 with a recommendation for principles submitted to the Executive Team for review in January 2022.

Outcome: The "Principles of Community" have been approved and multiple areas are working on unveiling them to the campus community.

9. Equity Programming and Support will organize an annual Conference on Black/Brown Minds and Matterings to provide a platform for Black/Brown students, faculty, classified, alumni, and community members to present scholarship, display their work, share

ideas, and make connections.

Outcome: The inaugural conference took place Nov. 1, 2022, with about 400 students and educators gathering for a day of celebrating and lifting up communities of color. The conference has been held consistently ever since, with a diverse group of keynote speakers, artists and presenters featured every year.

10. All of the efforts listed above will be incorporated into the College's Strategic Plan on Equity. This will help ensure accountability, allow for review and create opportunities to update/add additional objectives and tactics as needed in the future.

Outcome: All of the efforts listed above have been incorporated in the College's Strategic Plan on Equity, with the latest version of the plan being finalized in fall 2025. Those strategic plans will be reviewed annually by College Planning Council to track progress and improvement.