

PRESIDENTIAL COMMISSION ON DIVERSITY, EQUITY & INCLUSION

Oct. 16, 2020

In attendance:

Chris Mundell (Chair), Sierra Austin, Quianna Blanc, Joshua Butts, Craig Campbell, Sonya Fix, Liz Gordon-Canlas, Makayla James, Susan Kannenwischer, Darren Lee Miller, Aaron Petten, Tanisha Robinson, Julie Taggart, Beverly Thomas

CCAD Diversity, Equity and Inclusion Statement

What would an acknowledgement of CCAD's historical involvement in racism look like? How is it connected to next steps? What are ways we have failed students institutionally and as individuals?

- DEI statement will be shared with more internal groups for review and feedback including: Senior Cabinet, Academic Council, Student Government, and Faculty Council.
- Goal is to share the final version in The Abstract and MY CCAD before the end of semester. Share publicly on our website.

Action Steps:

- Share statement with aforementioned groups for additional feedback
 - DEI Communications and Website sub-group to move forward with drafting an acknowledgement statement to share with Commission for review in December
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Goals and Metrics

How do we make sure that there is progress, not simply a measure of achievements?

Proposed goals and assessment measures for Diversity Scholarship:

- Bolster support for underrepresented students:
 - Draft goal (from Chris): offer at least 1 "diversity scholarship" by fall 2021
 - Draft goal (from Chris): offer at least 10 diversity scholarships by fall 2026
 - Incrementally increase proportion of non-white students at CCAD- striving to better reflect national demographics (12% Black, 18% Hispanic/Latinx, 5.9% Asian American, 60% White, 2% Multiracial, 1% Indigenous)
 - Need to look at that strategy and big picture of success. Is the goal to have a scholarship or to graduate more of these students?
 - Financial, marginalization - not necessarily that they aren't CCAD material
 - Consider mentorship opportunities to help
 - Improve retention and graduation rates for Black, Latinx, and multiracial students.
 - Need to be more specific. By what %?

Action Steps:

- Chris and Susan to work with Tom Dotson on appropriate numbers for scholarship goals (how many to award for Fall '21 and at what amount)
 - Susan and Jean to further refine the scholarship eligibility and awarding process
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Proposed goals and assessment metrics for Faculty and Staff DE&I Training:

- Provide at least one diversity, equity, and inclusion-related training/developmental activity each year with all full-time faculty and staff expected to participate
- Climate survey results demonstrate improvements in student assessment of classroom and campus experiences and employee assessment of interactions with colleagues on campus (particularly for those from underrepresented identities)

Proposed goals and assessment metrics for Implementation of Bias Response Team:

- Launching team and process should be primary goal for AY20-21
 - Come up with sound way of assessing student experience in the process that's thoughtful and trauma-informed
 - The team also talked about planning proactively at moments of likely issues, such as elections or major events on campus
 - How do we identify, how do we measure?
 - Currently, there is no formal means for students to provide feedback after bias response practice

Proposed goals and assessment metrics for Hiring More People of Color to Faculty/Staff:

- Develop written plans that define the specific recruitment/retention strategy for full-time faculty, part-time faculty, and staff (plans written/approved by end of AY20-21)
 - Guidelines for searches have been created and are being monitored to inform effective practices
 - Establish 3-, 5-, and 10-year goals for the make-up of the faculty and staff that facilitate increasing congruence with the demographics of the student body
 - Think about how we bring people to campus, how we hire a more diverse population. This needs to be integrated as part of a welcoming campus environment
 - Action steps: Look at opportunity hiring from within ranks of adjuncts
 - Need to look for more diverse adjunct faculty and post positions rather than just looking to personal networks
 - The provost is examining hiring practices, including an evaluation of the questions used in interviews
 - Looking back to look forward

Proposed goals and assessment metrics for Updating CCAD Community on DEI Progress:

- Reviewed the page on the website that is supposed to summarize and give people a sense of diversity and climate. This page needs a lot of improvement. That work will be forthcoming.
- DEI Commission to provide two reports per AY (Fall and Spring semester) that will give a DEI update.

- Keep posting notes publicly and as progress happens. We want to ensure that the CCAD community is aware of the DEI group and its work.
- Metric: more people aware of DEI work at CCAD and feeling more positive about the campus climate based on survey data

Action Steps:

- Committee leaders to meet with the DEI Commission Chair to affirm or update goals and provide a more complete timeline for the goals.

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