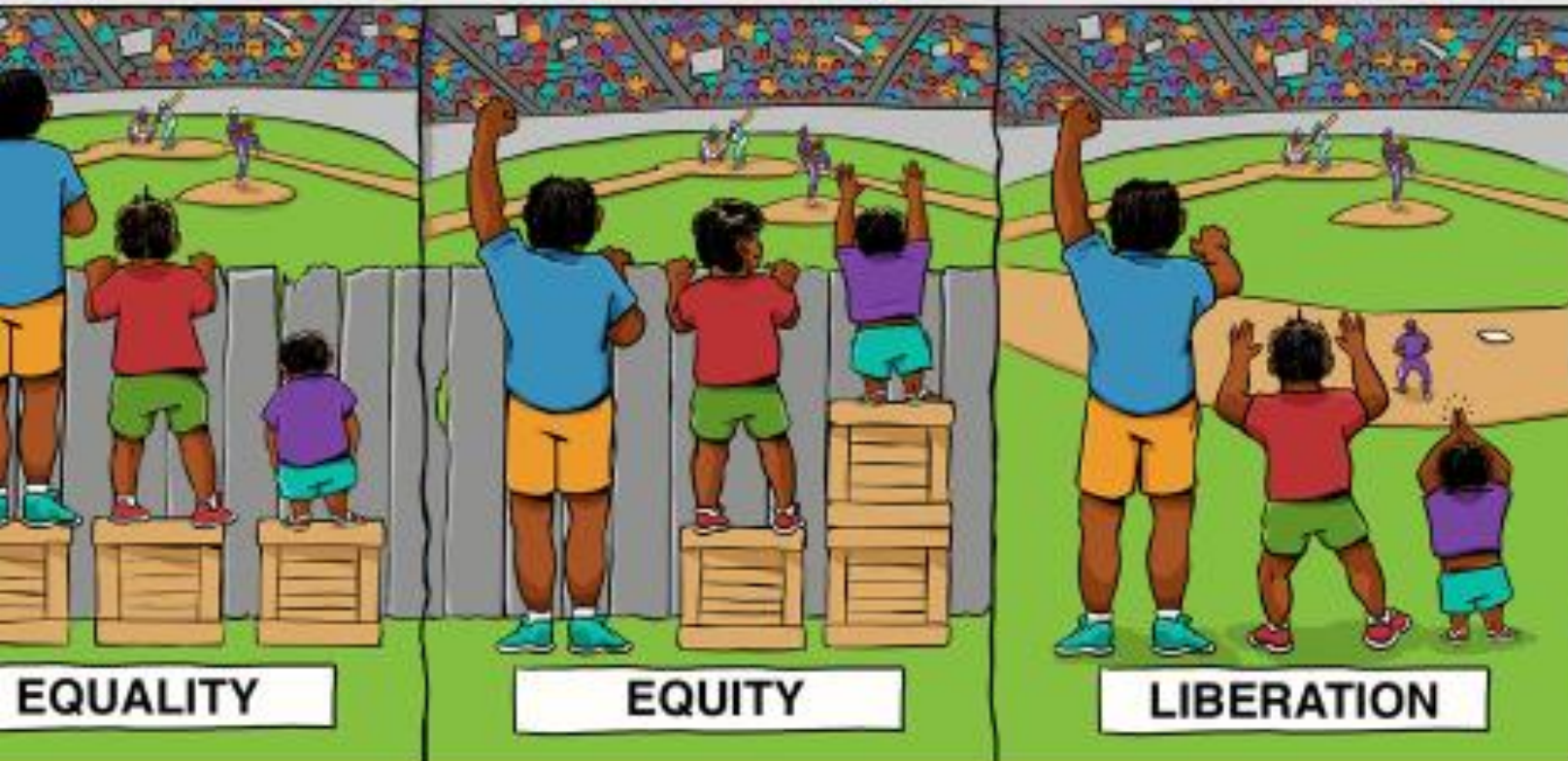




# President's Task Force on Race, Equity, and Social Justice

College Planning Council meeting 4/21

Lisa Storm  
Senorina Vasquez  
Jackie Cruz



“Being Community Responsive, Is Being Culturally Responsive”

Quote by Dr. Jeff Duncan Andrade

# Defining Our Why?

Student & community centered  
Responsive to local, state, and national  
context and mandates  
Data informed- confronting our brutal  
truths  
Teaching & learning  
Transformative leadership for cultural  
change

# Equity & Racial Justice- Beyond “Inclusivity”

- Hiring
- Professional Development
- Program & Curriculum Design
- Board Policies & Administrative Procedures
- Marketing & Communications
- Students’ experiences throughout the College
- Facilities

Student Demographics	Percentage
First-Generation	37%
Female	45%
Male	55%
American-Indian	1%
Asian	5%
Black	2%
Latinx	62%
Two or more races	2%
Unknown	6%
White	22%

Antiracism is the intentional implementation of beliefs, laws, policies, procedures, curriculum, or other actions that identify and oppose personal and institutional racism- Dr. Angelica Garcia



We commit to provide a student-centered design of the college experience to ensure that every student receives what they need in a tailored pathway to successfully achieve their varied educational, career and personal goals. We will promote an anti-racism and anti-sexism agenda. We will raise awareness to the historical context of inequity and promote evaluation as well as reform of policies and practices that produce structural inequity. We pledge to work to correct other forms of systemic oppression against students based on race/ethnicity, gender identity and expression, sexuality, national origin, citizenship status, class, socioeconomic status, ability, language, religion, age, physical appearance, intersections of these identities, and others not yet identified  
~ The Student Success and Equity and Committee

Recommended for adoption Institution wide  
Recommended for Board Resolution

# Hartnell College's Equity Commitment

“Being Community Responsive, Is Being Culturally Responsive”

Quote by Dr. Jeff Duncan Andrade

# Approach Timeline of PTF Recommendation and Next Steps (Process)

## OUR APPROACH:

### 1. TRI-CROSSWALK RESPONSE

- CCCCO Call to Action
- President's Task Force Framework
- Hartnell's Student Equity Committee (Nov. 2020)

### 2. DEVELOP AND LAUNCH ACTION TEAMS ( Jan. 2021)

3. EACH TEAM HAS BEEN DOING RESEARCH ON CURRENT CAMPUS EFFORTS AND WILL MAKE FIRST LEVEL RECOMMENDATIONS ON INSTITUTIONAL WIDE ACTION PLANS AND TIMELINES FOR IMPLEMENTATION (February - April 30)

4. COURAGEOUS CONVERSATIONS CAMPUS WIDE TO SHARE RECOMMENDATIONS AND GATHER INPUT (May- September 2021)

5. FINAL RECOMMENDATIONS WITH INPUT FROM CAMPUS WIDE COURAGEOUS CONVERSATIONS GOES TO PRESIDENT, TRUSTEES, CPC, COUNCILS AND ACADEMIC SENATE AND COMMITTEES

6. IMPLEMENTATION BEGINS

7. ASSESSMENT, DISSAGREGATED DATA AND METRICS REVIEWED AND REPORTED TO THE COLLEGE, CHANCELLOR'S OFFICE AND COMMUNITY AT LARGE ANNUALLY

TASK FORCE MEETS TWICE A YEAR FOR CONTINUED ADVOCACY OF

“Being Community Responsive, Is Being Culturally Responsive”

Quote by Dr. Jeff Duncan Andrade

### **Group A**

#### **Curriculum Review**

Lisa Storm  
Nina Vazquez  
Jackie Cruz  
Hermelinda Rocha-  
Tabera

#### **Courageous**

#### **Conversations**

Marnie Glazier  
3 Student  
Representatives

#### **Institutional Audits**

Laurencia Walker  
Erica Rowe  
Guy Hanna  
Bronwyn Moreno  
Jay Singh  
Moises Almendariz

### **Group B**

#### **Student Equity Plan**

Jay Singh  
Jackie Cruz  
Guy Hanna

#### **Professional Development**

Moises Almendariz  
Erica Rowe  
Lisa Storm  
Laurencia Walker  
Nina Vazquez

#### **Student Engagement**

Bronwyn Moreno  
Shawn Pullum  
Marnie Glazier

### **Group C**

#### **Data Team – Coordination with SSEC**

Guy Hanna  
Shawn Pullum  
Nina Vazquez

#### **Technical Updates - from CCCCCO**



# Action Teams

Inventory/Research + Gap Analysis +  
Recommendations



**Group's charge**

The Curriculum Review Action Group will conduct an audit of Hartnell College classroom climate, create an action plan to create inclusive classrooms and anti-racism curriculum, and participate in a system wide review of fire science, EMT, and law enforcement officer and first responder training and curriculum in order to develop recommendations to ensure law enforcement and first responder training are inclusive and anti-racist.

Recommendations will go to the College President

**Curriculum Action Group**

Charged with classroom climate audit and first responder curriculum review





# Equity Rubrics

#1: SSEC Equity Rubric #2: CC Equity Lens #3: Peralta Equity Rubric

## We recommend:

- Systemic use of the [SSEC equity rubric](#) and CC equity lens
- Cataloging online courses that conform to the [Peralta Equity Rubric](#) and [Online Education Initiative Rubric](#)
- Highlighting equity-minded coursework in the online course schedule (Self-Serve)





## **We recommend: develop and promote new ethnic studies courses to students**

Promote expansion of courses to fulfill the CSU ethnic studies requirement at the CCC level (Area F), thereby supporting Hartnell students and offering these courses at lower cost



**We recommend enhanced education for law enforcement officers and first responders**

On the horizon: [AB 89](#) and [SB 387](#)



The background of the slide is a close-up, slightly blurred image of the American flag, showing the stars and stripes in a diagonal orientation. The stars are white on a dark blue field, and the stripes are red and white.

# JAJ and JFS Coursework Review Per the Joint Powers Authority

We recommend being an active partner, using our funding leverage to have courageous conversations and dialogue with the JPA consortium regarding review and revision of these courses per the Call to Action by Chancellor Oakley





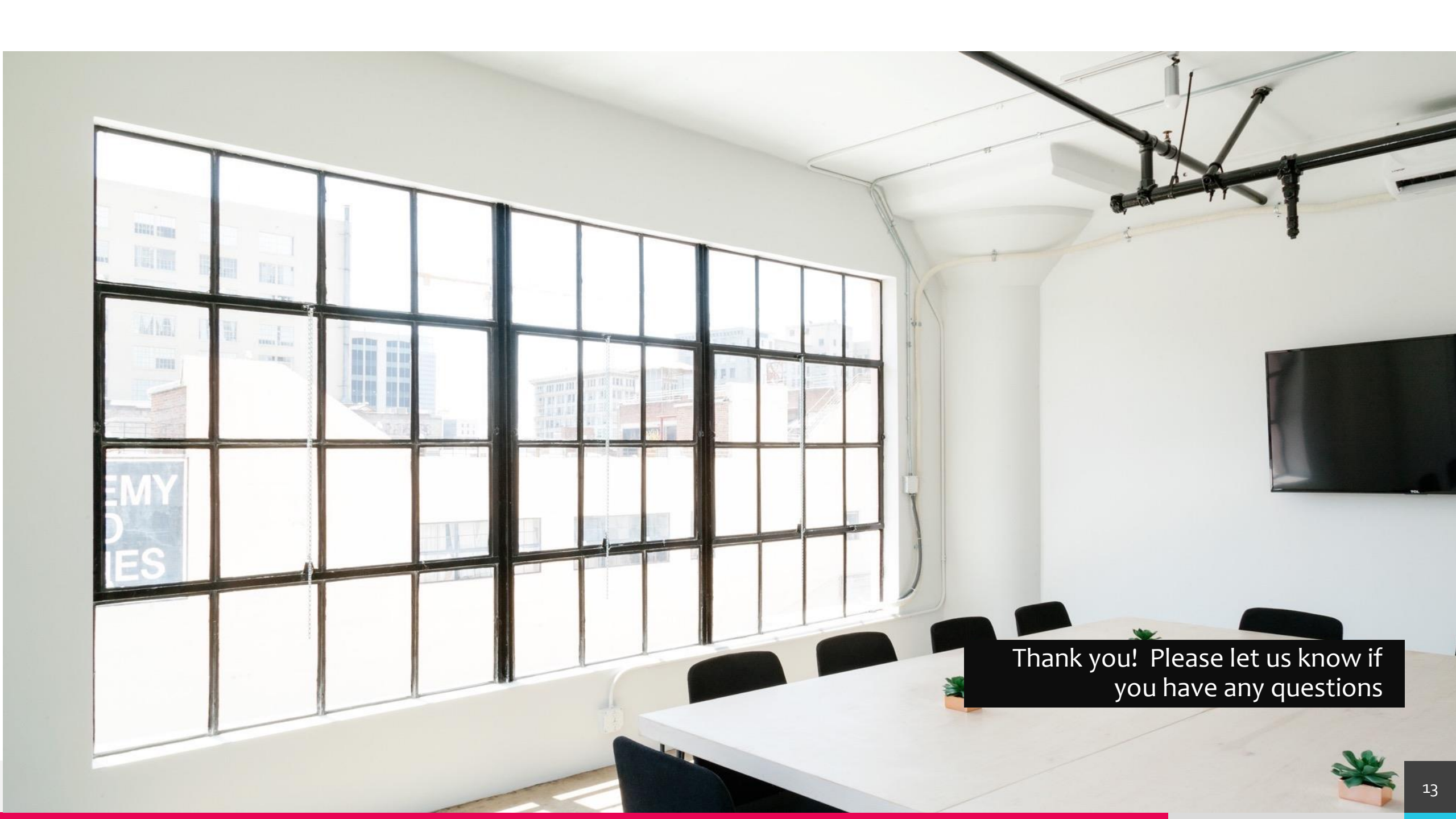
**Preliminary Overarching Recommendations:  
Be Explicit, Be Intentional, Be Responsive to the Community  
Add Equity to the following:**

Strategic Plan

Mission Statement

Vision Statement

Values Statements

A modern meeting room with a large window, a white table, and black chairs. The room is bright and airy, with a white wall and a white ceiling. The window is large and multi-paned, offering a view of a city skyline. A black sign with white text is visible through the window. The table is white and rectangular, with several black chairs around it. A small potted plant is on the table. A black banner with white text is overlaid on the bottom right of the image.

Thank you! Please let us know if you have any questions