Submitted on March 22, 2021
Local Senate DEI Survey Final Responses

Q2: Has your college or local senate agendized or sponsored open dialogue about DEI and
campus climate? Please describe facilitation strategies and successes? 5 responses
Final Response:
As of now, there have not been campus wide sponsored open dialogue regarding DEI and
campus climate. The Academic Senate has been proactive and has agendized items on a few
meetings regarding DEI and anti-racism. These items were to discuss hiring protocols and an
anti-racist pledge/commitment statement. In addition, the Senate is in the process of putting
together a Town Hall to address anti-racism, which will be held in April. There is a Presidential
Task Force that is currently working on establishing a structure for campus dialogue.

Scale: In progress

Q3: Has your college and/or local senate created a shared understanding of the terms and
purpose of Diversity, Equity, Inclusion and anti-racism?

Final Response:
At this time,

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Q11: Has your college and/or local senate engaged in conversations about addressing racial
bias, stereotyping, and discrimination at your college?

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the wealth of professional development opportunities offered in the field of
librarianship. x Lasana Hotep (equity training) x Laura Rendon - decolonizing how we view or students (sentipensante pedagogy) x Luis xago Juarez - decolonized history of Monterey Bay region x Dreamer Ally trainings (fall and spring) x Creating Restorative Opportunities and Programs (CROP) training for faculty and staff
working with currently or formerly incarcerated students
Scale: In progress
Q13: Has your college and/or local senate approved an actionable statement or resolution
regarding DEI and Anti-Racism?
Final Response:
As mentioned in some previous responses, the Academic Senate has written two resolutions:
one addresses Diversity in Hiring and the other addresses Anti-Racism. The Diversity in Hiring
resolution was approved and the Anti-Racism resolution will have action taken at its next
meeting on March 30. The Student Success and Equity Committee created an Equity Statement
that was approved by the Academic Senate and has been shared campus wide.
Scale: In progress

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Q16 Oth er

Final Response: x Mentoring x Curriculum Audit/Review x Town Halls x Webinars x External Speakers x Resolutions x Student Panels x Forums x Reading Circles/Book Clubs x Student Town Halls x Other o President's Task Force for Racial Equity and Social Justice o EEO/Diversity Committee o SSEC o Appreciative inquiry to align all group and committee work around racial equity

ef forts o Educator in Residence o Specialized services for disproportionately impacted groups: ▪ Foster youth (Guardian Scholars) ▪ Formerly incarcerated students (Rising Scholars) ▪ Undocumented students (Mi CASA) ▪ African American students (Umoja - still in development) ▪ LBTQIA+ Allies

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Q17: Share a success story about the DEI and Anti-Racism work at your college thus far.
Final Response:
The Student Success and Equity Committee has been committed to doing the work that
addresses DEI on our campus. They worked collectively to come up with an equity statement
for our campus that was approved by the Senate and read to the Board at the end of the 2020
year. They have developed an equity rubric for online course design that has been shared at a
flex day as well as at the statewide SLO Symposium in January 2021. They are currently in the
process of assessing the use of the rubric on our campus. Recently, the committee launched an
Equity Self-Assessment survey that was distributed to committees and other college groups.
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18: What have been the barriers at your college engage in meaningful DEI and Anti-Racism
work?

Final Response:
While the survey team submitted a variety of responses to this question, collectively one
response came through loud and clear: “Silos.” While there are different groups working on
different aspects of DEI and anti-racism, it feels like it is being done in silos and not as a
coordinated effort. The Academic Senate has begun to take steps to have discussion and
collaboration among its standing committees recognizing that there is an opportunity to build
and leverage synergy. Some other barriers that were identified include:
x Lack of trust among different constituent groups
x Need for improved communication from the executive cabinet level to constituent
groups
x The pandemic forced faculty and staff to rapidly adjust to online learning with minimal
support and training (micro-aggressions more prevalent in online environments)
x A lack of working knowledge of key terms and definitions
x The demographics of

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Q19: What kinds of Professional Development/Policy support would you like to see from the
ASCCC around DEI and Anti-Racism?
Final Response:
Responses from our team regarding PD and policy support included:
x “We only measure what we care about” – Typically, institutional level data is confusing,
unclear/dirty and is generally poorly explained by IPRE professionals. To get the results
needed we must have a focused, sustained campaign that is reinforced with dollars and
promotion, this the only way to change a mindset.
x Create research opportunities for faculty and then forums for them to showcase their
successes.
x Have a statewide taskforce that reviews and forwards best practices to all colleges. We
have much to do, but let’s also acknowledge that many have already done great things
that we all should leverage and adapt for our communities.
x How have other colleges addresses developing anti-racist campus and promoting DEI?
x Integrating student supports into the classroom
x Developing anti-racist curriculum across subjects
x Faculty and staff mentoring
x Creating and sustaining anti-racist campus climate
x What are Diversity, Equity, and Inclusion and what are they not?
x What is Anti-racism?
x Identifying and managing micro-aggressions in learning environments.