



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

" Being Community Responsive, Is Being Culturally
Responsive"

Quote by Dr. Jeff Duncan Andrade

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

Equity & Racial Justice- Beyond “ Inclusivity”

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



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

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 INSTIT 1 210087AR.IT 1 210087AR.IT 1 2TS AND WILL MAKE FIRST LEVEL

Approach Timeline of PTF Recommendation and Next Steps (Process)

Group's charge

The Curriculum Review Action Group will conduct an audit of Hartnell College classroom climate.

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 are recommending:

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](#)



We recommend: inform and promote new ethnic studies courses to students

Promote expansion of courses to fulfill the CSU requirement at the CC level, therefore supporting Hartnell students at a foundational level and completing a transferable course at a lower co



We recommend enhanced education for law enforcement officers and first responders

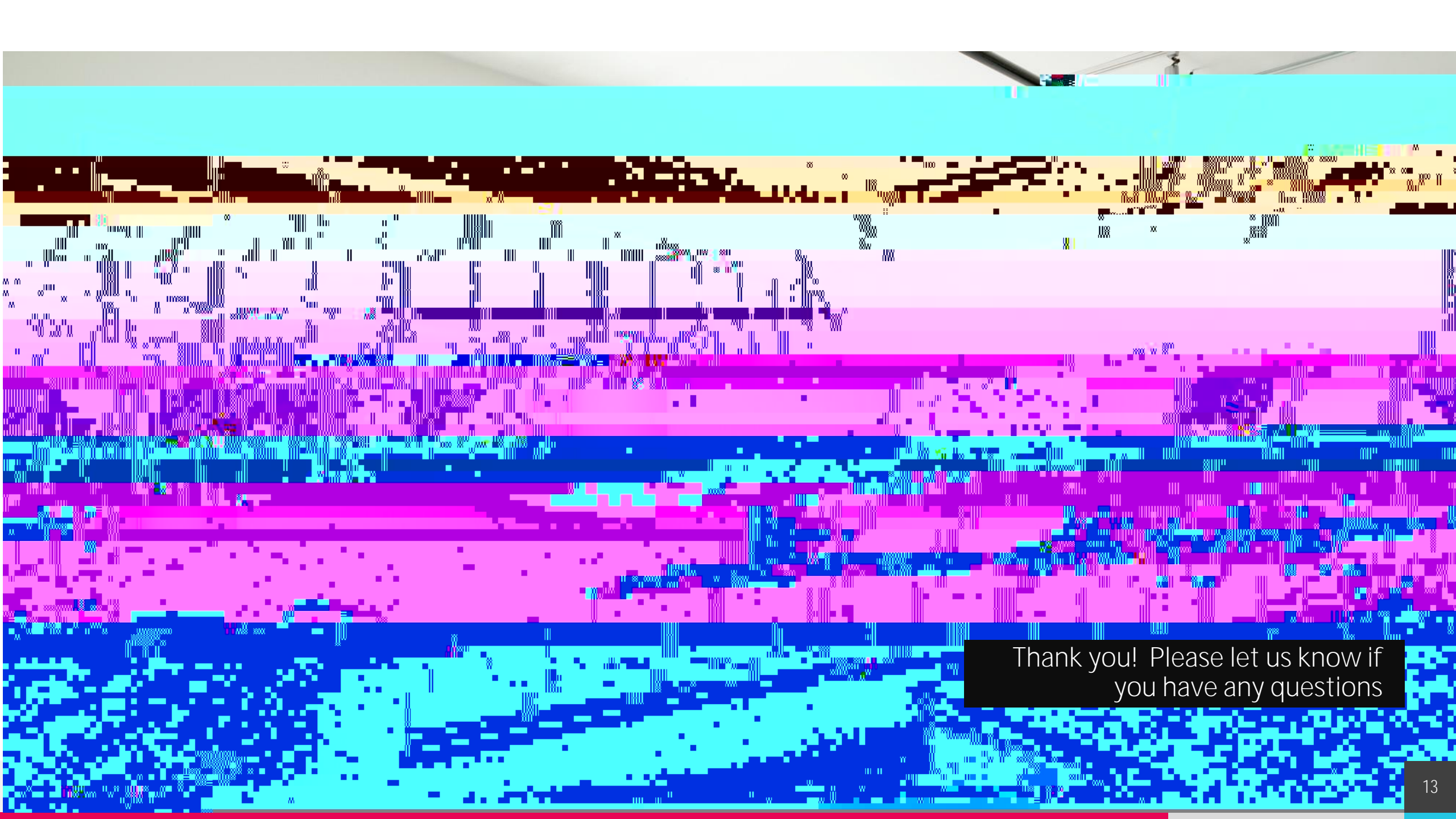
On the horizon: [AB 89](#) and [SB 387](#)





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



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