



Recommendations from the President's Task Force on Race and Equity

Hartnell College

Acknowledgements

The Task Force would like to acknowledge the hard work of all the members and thank Hartnell College President Rodriguez for his focus on the work of equity and for convening this group. A special thanks to the students who continue to give their time and share their experiences as members of the Task Force.

The Task Force meetings of 2020-21 were facilitated by the Career Ladders Project (CLP). CLP supported

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Part 1

Introduction

In March 2020, California Community Colleges made a dramatic shift from the way in which they have traditionally offered education and support for students in response to the global health crisis of COVID-19. All classes, student services and business of the colleges moved online. In the midst of a global health pandemic, the nation also experienced a racial awakening in response to evidence of police brutality and the murders of George Floyd, Ahmaud Arbery, Breonna Taylor, and hundreds of other Black people. The racial awakening and social justice uprisings that followed resulted in various organizations developing statements of solidarity with the Black community and plans of action to support anti-racism.

Members were invited by Dr. Rodriguez and Vice President Cruz to participate on the Task Force and included the following members:

Task Force Member	Title	Role and/or S 279.89 709.54/M
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Process

The President's Task Force launched November 6, 2020. Career Ladders Project (CLP) was contracted by Hartnell College to support and help facilitate the initial work of the Task Force. During the Task Force launch event, Dr. Angélica García, President of Berkeley City College and CLP consultant, provided context for the Task Force through a conversation on equity in education. This discussion highlighted the need for equitable policies and practices within California Community Colleges to improve outcomes for Black and Latino/a/x students. The launch also provided an opportunity for Task Force members to review the Hartnell College Framework for Racial Equity & Social Justice and its foundational assumptions to identify any needed changes.

The December 2020 Task Force meeting provided an opportunity to set community agreements within the group. Because the nature of the conversations was to unpack issues of systemic racism within the campus community, it was vital to create space to foster understanding of how the Task Force, as a community, would approach these conversations. The community agreements, or norms, that were developed during this meeting—and reviewed at each subsequent meeting—are as follows:

Meetings will start and end on time

We are most impactful when we hear from everyone

Step up, Step back, & Invite in

One mic

Avoid interrupting others when they are speaking (aka the mute button is our friend)

Interrogate ideas, not individuals, and focus on solutions

We are all learners and we all have expertise

Permission to dream out loud

Stay anchored in the work

Celebrate wins

Respect the social, emotional, and lived experiences of all members

Acknowledge and call in moments of harm and channel the energy to support the work— and make time to allow this to happen

The Task Force focused on reviewing three key frameworks to begin the approach to unpacking and eradicating racial inequities across the campus.

Jay Singh Moises Almendariz	stands, and for prioritizing specific action steps that need to be implemented.
Student Equity Plan Jay Singh Carla Gonzalez Jackie Cruz Guy Hanna	The Student Equity Plan Action Group will develop a plan to expedite implementation of the current Equity Plan and recommendations to the Equity Plan development process taking into account the findings of the Student Equity Plan Review: A Focus on Racial Equity by the Center for Urban Education.
Professional Development Moises Almendariz Erica Rowe Lisa Storm Laurencia Walker Senorina Vazquez	The Professional Development Action Group, working with the Professional Development Committee, will develop a recommended plan for anti-racist professional development for Hartnell staff, faculty, administration and students.

Student Engagement

Bronwyn Moreno
Luis xago Juarez
Shawn Pullum
Marnie Glazier
Guadalupe Rodriguez

Recommendation 3. Create an inclusive, anti-racist, and culturally affirming and sustaining hiring process from job descriptions, equivalencies, training of hiring committees and recruitment of faculty and staff.

- Responsible Parties: Cabinet, Academic Senate, with Human Resources as a lead, EEO/Diversity Committee, (may consider an outside consultant for support)
- Proposed Implementation Timeline: Spring 2023
- Resources Needed: Primarily part of existing job duties, compensation for faculty for time worked outside of regular contract hours, approval of managers for classified staff and compensation for students

Recommendation 4. Create an Institutional Equity Office under the direction of the Superintendent/President (or restructure the current office of equity programs) and provide the necessary equity research position, with funding and support, to serve as a resource for all Hartnell faculty, staff, administration and students. This office will be responsible for fostering relationships and collaboration across the campus and community to implement inclusive, anti-racist, culturally affirming and sustaining policies and practices, as well as implementing Recommendations 1-3 listed above.

- Responsible Parties: Program Planning and Assessment Team, President's Task Force, Cabinet, Academic Senate, Human Resources, Administrative Services, IRE office, Superintendent/President's Office
- Proposed Implementation Timeline: Fall 2022/Spring 2023 depending on Program Planning and Assessment cycle
- Resources Needed: Funding for a position and programmatic support to fund equity research and data, and facilitated campus dialogues with students, faculty and staff

Action Group Recommendations Summary

Curriculum Review Summary of Recommendations

The Curriculum Review Action Group addressed challenges to specific discipline areas, such as public safety training of which Hartnell is one of many colleges in a consortium, as well as curriculum overall across the college. The complete recommendations from this action group can be found in the Full Recommendations section of this document. Recommendations cover four areas:

(Recommendations 5, 7) Review of current curriculum including implementation of the systemic use of the Equity Rubric for Student Success on all courses and identification of courses that already meet the Online Education Initiative, Peralta Equity Rubric and the Student Success & Equity Rubric, support ongoing work for the development of guidelines for equitable curriculum and identify courses that have adopted the Open Educational Resources/Zero Cost Textbooks to make it visible for students

spectrum. The complete recommendations from this action group can be found in the Full Recommendations section of this document.

(Recommendations 27, 28, 29) Build the capacity of students to shape their college experience and opportunities through student-centered shared governance and college committees, a Cultural Diversity Festival, and an expansion of the Equity and Excellence Student Fellowship Program to create a district-wide racial equity

Full Recommendations

Overarching Recommendations

Recommendation 1. Review and revise the primary guiding documents of Hartnell College, the Mission and Vision Statements, and the current strategic plan to be inclusive, anti-racist, and culturally affirming and sustaining.

- Responsible Parties: College Planning Council with the support of the President's Task Force
- Proposed Implementation Timeline: Fall 2022/Spring 2023
- Resources Needed: Primarily part of existing job duties, compensation for faculty for time worked outside of regular contract hours, approval of managers for classified staff and compensation for students

Recommendation 2. Complete an annual review of student outcomes data and integrate the findings into all aspects of college planning including the budgeting and resource allocation process. Create a Data Response Team to determine what data and metrics are needed, to be revised annually and to take action based on the annual review, including the development of Board Policies and Administrative Procedures. Doing so would also ensure that all stakeholders have access to the proper tools and queries to access timely reports.

- Responsible Parties: Student Success Equity Committee, Program Planning and Assessment Team, Academic Senate, Cabinet, College Planning Council, Data Response Team
- Proposed Implementation Timeline: happening now – finalized Fall 2022/Spring 2023
- Resources Needed: Primarily part of existing job duties, compensation for faculty for time worked outside of regular contract hours, approval of managers for classified staff and compensation for students

Recommendation 3. Create an inclusive, anti

- Proposed Implementation Timeline: Spring 2023
- Resources Needed: Primarily part of existing job duties, compensation for faculty for time worked outside of regular contract hours, approval of managers for classified staff and compensation for students

Recommendation 8. Support and recommend current curriculum committee work to develop guidelines for equitable curriculum in support of “Diversity of representation and culturally relevant content,” as stated in the Call to Action.

- Responsible Parties: Curriculum Committee
- Proposed Implementation Timeline: in process
- Resources Needed: Primarily part of existing job duties, comp hours, approval of managers for classified s

- Resources Needed: Primarily part of existing job duties, compensation for faculty for time worked outside of regular contract hours, approval of managers for classified staff and compensation for students

Recommendation 22: Institutionalize and sustain funding for Umoja program.

- Responsible Parties: Hartnell Superintendent/

Four-stage Framework for Community Engagement at Hartnell College

Purpose: The Courageous Conversations Action Group is tasked with creating an action plan and recommendations on how to ensure culturally affirming spaces for students and foster dialogue to further understanding and anti-racist action.

Objective: To Identify the Stepping Stones to Systemic Change so that systemic change can actually be implemented.

Collective expectation: To determine the map, timeline, benchmarks, protocols and spaces for the courageous conversations that will provide healing and perspective critical to the relationship HCC has to the region of the Salinas Valley and the Monterey Peninsula as a whole. To get to a place where Hartnell College will be a space that will cultivate race and equity champions to continue the work in the fight for racial equity and social justice.

Process/Timeline: Using the spectrum of community engagement as our guide, we propose moving through the following steps. The Spectrum of Community Engagement was recently developed by Rosa Gonzalez of _____, in collaboration with _____ and the _____, in part drawing on content from a number of public participation tools, including Arnstein's _____, and the _____ created by the _____.

Conocimiento - Getting to know each other

Narrative: This first stage in this four-stage process involves recognizing that we have long been - as an institution - in the ignore & inform phases of the spectrum, unintentionally marginalizing and placating the populations we are intending to serve. The goal, therefore, in this first phase, is to move along the continuum from ignore, to consult, laying the groundwork for the next phase of truly understanding one another. Real change takes getting to know everyone and understanding what the problems are in order to actually address the problems; and it takes the whole student body - the whole community - to make effective change. In a virtual landscape this is even more challenging. Ultimately, in light of all of this, we need, in this first phase, to introduce what it means to have courageous conversations, and to do so through a variety of approaches.

Approach 1: Town Hall/Open House event annually (possible date - the death of George Floyd) – INFORM

- Responsible Party/Parties: Presidents' Task Force members, student life, student leaders, community leaders, faculty, staff
- Proposed Implementation Timeline: May 25 - May 31, 2022
- Resources: Virtual and physical safe spaces for dialogue

Approach 2: Celebrating Cultural Diversity Festival - Prototype (virtual) - June; Actual Event (in-person) September/October - Connect with student identity groups, including but not limited to: Umoja, Alliance for Black Thought, MECHA, Pride Club, TAC Team,

etc. and all student clubs, as well as campus groups like the Hub, and together identify areas where student identity groups can claim ownership on specific issues, ideas, lessons, components; to hold a panel with student groups and with community groups, including the groups that have come up in the community in the last year (2020) that hold these conversations: Agents Of Change 831, Monterey County Black and Brown Solidarity Coalition, Monterey County Protest, Monterey County Black Caucus - CONSULT/INVOLVE - moving us into the next phase of understanding as well as bringing student engagement. This cultural diversity festival will create a cultural climate of respect for student and community engagement and understanding. This festival should become an annual event.

- Responsible Party/Parties: Communication director, student government, student life, task force leaders, student leaders, community leaders, student clubs
- Proposed Implementation Timeline: June-October 2022
- Resources: Funding from student life, student government, Hub, diversity committee, etc.

Approach 3:

- Resources: Funding needed

Approach 3: Open Planning Forums with citizen polling

- Responsible Party/Parties: Faculty mentors and student fellows/leaders (see above)
- Proposed Implementation Timeline: To begin in January 2023
- Resources: Funding needed

Approach 4: Participatory Budgeting

- Responsible Party/Parties: Faculty mentors & student fellows/leaders, Presidents' Task Force members, student life, student leaders, community leaders, faculty, staff, and college leadership/administration/board members
- Proposed Implementation Timeline: To begin in January 2023
- Resources: Funding needed

Student Engagement Full Recommendations

The Student Engagement Action Group recommendations create the foundation that will allow for realization of the Courageous Conversations Action Group recommendations: embracing the community engagement spectrum.

Recommendation 27:

