

DLDC ACTION PLAN FOR DIVERSITY, EQUITY/INCLUSION 2017 &2018

| Strategic Plan Theme | DLDC Action Plan Next Step | DLDC Subcommittee Responsible/Advocacy needed | Timeline for completion |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| <p>5-1: PCC Gathers and uses empirical evidence to analyze and improve access, advancement, climate, education, training, recruitment, contracting, hiring, and retention of historically underserved populations of students, faculty and staff.</p> | <p>1.Translate the DLDC Scorecard into accessible language that will be in poster form.</p> <p>2. Create a summary of DLDC accomplishments and challenges for the action plan.</p> | <p>Marketing</p> | |
| <p>5-1</p> | <p>LITE</p> <p>1. Recruit more listeners</p> <p>2. Increase Marketing</p> | <p>DLDC LITE subcommittee, DLDC marketing subcommittee.</p> | <p>Ongoing</p> |
| <p>5-1</p> | <p>Create a DLDC Instruction Subcommittee that develops a model for culturally competent teaching for faculty</p> <p>1. Subcommittee focus on academic and pedagogical practice.</p> <p>2. Involve more faculty in SAC’s, EAC etc.</p> <p>3. Create a system that alerts faculty to DEI training</p> | <p>DLDC Instructional Subcommittee, Professional Development subcommittee [5]</p> | <p>February 2018 (committee created, collaborations and connections with PCC faculty stakeholders established, workplan developed)</p> |

DLDC ACTION PLAN FOR DIVERSITY, EQUITY/INCLUSION 2017 &2018

| | | | |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|------------------------------------|
| | <p>available.</p> <p>4. Develop (and publicize, and make accessible) modules for culturally competent teaching – perhaps require such modules?</p> <p>5. Cultural competency is integrated into faculty assessment – think and write about challenges w/cultural competence. Faculty members write annual plan for cultural competency growth and development.</p> | | |
| 5-1 | <p>Include cultural competency questions in employee assessment for accountability</p> <p>1. Create a Professional Development/Performance Mgmt/cultural competency assessment for faculty/AP [in partnership with HR, Campus Leadership, Federations]</p> | DLDC Professional development subcommittee | Academic Year 2017-2018 |
| 5-1 | <p>Quantitative & Qualitative Climate Survey for the College</p> <p>1. Administer a PCC quantitative and qualitative climate survey. It will Likely created internally.</p> | OEI & DLDC data subcommittee | Administer Fall 2017 [Bi annually] |

DLDC ACTION PLAN FOR DIVERSITY, EQUITY/INCLUSION 2017 &2018

| | | | |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-----------------------|
| | | | |
| 5-1 | Advocate for PCC institutional data to always and consistently be provided and disaggregated by race/ethnicity. | DLDC advocacy | Academic Year 2017-18 |
| 5-1 | <p>Create a DLDC subcommittee that looks specifically at retention and success for staff/faculty of color. Subcommittee will make recommendations for action or advocacy to the DLDC.</p> <ol style="list-style-type: none"> 1. HR diversity recruiter hired and is tasked with retention efforts for faculty/staff. 2. Subcommittee focus on staff of color and career planning. 3. Creation of on-boarding system? | HR, DLDC professional development subcommittee | Academic Year 2017-18 |
| 5-1 | <p>Create CRT and DEI Learning on-line resources</p> <ol style="list-style-type: none"> 1. Take 5 is already online Can link to additional resources online. 2. Create a learning community | OEI and DLDC Marketing subcommittee. | Academic Year 2017-18 |

DLDC ACTION PLAN FOR DIVERSITY, EQUITY/INCLUSION 2017 &2018

| | | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| <p>5-2 PCC applies racially conscious systems of analysis, including Critical Race Theory, to examine and dismantle systems of inequality at the College.</p> | <p>Inclusion Advocates Program for Screening Committees</p> <p>1. Create more marketing, to solicit more volunteers e.g. more people signed up to train.</p> | <p>OEI in partnership with HR, DLDC marketing subcommittee</p> | <p>Academic Year 2017-18</p> |
| <p>5-2</p> | <p>DLDC implement CRT training and frameworks for entire college community.</p> <p>1. Advocate for Cabinet-level commitment of resources.</p> | <p>DLDC and DLDC marketing subcommittee [Advocate for full time CRT trainer with institutional administration]</p> | <p>Ongoing revisions/updates as needed</p> |
| <p>5-2</p> | <p>Systematic Review of all Policies and Processes with an Equity or CRT lens</p> <p>1. Meet with CPAC for collaboration</p> <p>2. Identify all policy-making stakeholders and reach out to them for collaboration e.g. SDC, EAC etc.</p> | <p>DLDC Policy Review & Scorecard subcommittee</p> | <p>Ongoing</p> |
| <p>5-3</p> | <p>Learn more about ongoing PCC internationalization initiatives. Determine</p> | <p>DLDC Instructional subcommittee</p> | <p>Academic Year 2017-18</p> |

DLDC ACTION PLAN FOR DIVERSITY, EQUITY/INCLUSION 2017 &2018

| | | | |
|----------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------|-----------------------|
| | opportunities to collaborate. | | |
| 5-4 PCC strives to provide opportunity to all students and the appropriate level of support services to ensure the highest level of success. | Develop report card system 1. give grades based on decisions/initiatives regarding equity and inclusion | DLDC Policy Review & Scorecard subcommittee | Academic Year 2017-18 |
| 5-4 | Review contemplated Board actions, and conduct a CRT analysis of Board decisions each month. | DLDC Policy Review & Scorecard subcommittee | Ongoing |
| 5-4 | DLDC review all initiatives that come out of Dist. Pres. office to ensure these initiatives do not work against diversity, inclusion, equity | DLDC Policy Review & Scorecard subcommittee | Ongoing |
| 5-4 | Support & create (with funding) awareness of LITE, PDAR (and other applicable actions) | DLDC Marketing/ Communications subcommittee | Ongoing |
| 5-4 | Make formal, mutually beneficial partnerships that connect with community (Q Center, Urban League, etc.) that extend support services beyond PCC. | DLDC Marketing/ Communications | Ongoing |
| 5-4 | Invite Board and Cabinet to DEI trainings. | DLDC Marketing/ Communications, DLDC professional development subcommittee | Ongoing |

DLDC ACTION PLAN FOR DIVERSITY, EQUITY/INCLUSION 2017 &2018

| | | | |
|-----|-----------------------------------|-----------------------------------------------------------------|------------------|
| 5-4 | Sustain a PCC D&I Speakers Bureau | DEI & DLDC diversity practitioners/DEI recognition subcommittee | ongoing |
| 5-4 | DEI Recognition Ceremony | DEI & DLDC diversity practitioners/DEI recognition subcommittee | Spring- Annually |