

DLDC ACTION PLAN FOR DIVERSITY, EQUITY & INCLUSION SCORECARD 2017-18

Strategic Plan Theme	DLDC Action Plan Next Step	DLDC Subcommittee Responsible/Advocacy needed	Within Stated Time Line? yes , box B If no, does it need to be revised? Removed? Or timeline extended?	B. Does this need to be moved further? Yes/no What is the new action needed?
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.	1. Translate the DLDC Scorecard into accessible language that will be in poster form. 2. Create a summary of DLDC accomplishments and challenges for the action plan.	Marketing	No	This will be completed in conjunction with YESS communications team.
	1. Recruit more listeners 2. Increase Marketing for LITE	LITE	1. Yes 2. No	2. Work with Marketing subcommittee

DLDC ACTION PLAN FOR DIVERSITY, EQUITY & INCLUSION SCORECARD 2017-18

<p>5-1</p>	<p>Create a DLDC Instruction Subcommittee that develops a model for culturally competent teaching for faculty</p> <p>A. Subcommittee focus on academic and pedagogical practice.</p> <p>B. Involve more faculty in SAC's, EAC etc.</p> <p>3. Create a system that alerts faculty to DEI training 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>	<p>DLDC Instructional Subcommittee, Professional Development subcommittee [5]</p>	<p>Yes</p> <p>A. Yes</p> <p>B. Yes</p> <p>3. Yes</p> <p>4. No [timeline extended to 2019]</p> <p>5. No [extended to 2/2019]</p>	<p>4. Work with college leadership to facilitate accountability in participation with faculty.</p> <p>5 Partner with instructional subcommittee.</p>
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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	<p>Yes</p> <p>1. No [extended to 2019]</p>	<p>1. Committee has begun presenting to faculty stakeholders.</p>
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	<p>Yes [administered January 2018]</p>	
5-1	<p>Advocate for PCC institutional data to always and consistently be provided and disaggregated by race/ethnicity.</p>	DLDC advocacy	<p>Academic 2018-19</p>	
5-1	<p>Create a DLDC subcommittee that looks specifically at retention and success for staff/faculty of color. Subcommittee will make</p>	DLDC Advocacy	<p>No extended to Academic Year 2018-19</p>	

DLDC ACTION PLAN FOR DIVERSITY, EQUITY & INCLUSION SCORECARD 2017-18

	<p>recommendations for action or advocacy to the DLDC.</p> <ol style="list-style-type: none"> 1. HR diversity recruiter hired and is tasked with efforts for faculty/staff. 2. Subcommittee focus on staff of color and career planning. 3. Creation of on-boarding system? 			
<p>5-1</p>	<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 in partnership with YESS <ol style="list-style-type: none"> A. schedule webinar 	<p>OEI and DLDC Marketing subcommittee in partnership with YESS.</p>	<p>Academic Year 2018-19</p> <p>1. Yes</p> <p>2. No [extended to winter 2019]</p>	
<p>5-2 PCC applies racially conscious systems of analysis, including Critical Race Theory, to</p>	<p>Inclusion Advocates Program for Screening Committees</p>	<p>OEI in partnership with HR</p>	<p>Yes</p>	

DLDC ACTION PLAN FOR DIVERSITY, EQUITY & INCLUSION SCORECARD 2017-18

<p>examine and dismantle systems of inequality at the College.</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>Yes</p>	<p>1. Winter 2018</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>Yes [as part of CPAC policy vetting]</p>	<p>Ongoing</p>
<p>5-3 PCC's approach to internationalizing its curriculum expands</p>	<p>Learn more about ongoing PCC internationalization initiatives. Determine</p>	<p>DLDC Instructional subcommittee</p>	<p>No [this objective is removed moving forward]</p>	

DLDC ACTION PLAN FOR DIVERSITY, EQUITY & INCLUSION SCORECARD 2017-18

<p>opportunities to create globally aware and culturally intelligent students, staff and faculty.</p>	<p>opportunities to collaborate.</p>			
<p>5-3</p>	<p>Develop report card system 1. give grades based on decisions/initiatives regarding equity and inclusion</p>	<p>DLDC Policy Review & Scorecard subcommittee</p>	<p>No [this objective is removed moving forward]</p>	
<p>5-3</p>	<p>Review contemplated Board actions, and conduct a CRT analysis of Board decisions each month.</p>	<p>DLDC Policy Review & Scorecard subcommittee</p>	<p>No [Collaborate with Board DEI Subcommittee for 2018-19]</p>	
<p>5-3</p>	<p>DLDC review all initiatives that come out of Dist. Pres. office to ensure these initiatives do not work against diversity, inclusion, equity</p>	<p>DLDC Policy Review & Scorecard subcommittee</p>	<p>Ongoing</p>	
<p>5-3</p>	<p>Support & create (with funding) awareness of LITE, PDAR (and other applicable actions)</p>	<p>DLDC Marketing/ Communications subcommittee</p>	<p>Yes Ongoing</p>	
<p>5-4 PCC strives to provide opportunity to all</p>	<p>Make formal, mutually beneficial partnerships that connect with community (Q Center, Urban League, etc.)</p>	<p>DLDC Marketing/ Communications</p>	<p>Ongoing</p>	

DLDC ACTION PLAN FOR DIVERSITY, EQUITY & INCLUSION SCORECARD 2017-18

<p>students and the appropriate level of support services to ensure the highest level of success.</p>	<p>that extend support services beyond PCC.</p>			
	<p>5-4 Invite Board and Cabinet to DEI trainings.</p>	<p>DLDC Marketing/ Communications, DLDC professional development subcommittee</p>	<p>Yes Ongoing</p>	
	<p>5-4 Sustain a PCC D&I Speakers Bureau</p>	<p>DEI & DLDC diversity practitioners/DEI recognition subcommittee</p>	<p>Yes ongoing</p>	
	<p>5-4 DEI Recognition Ceremony</p>	<p>DEI & DLDC diversity practitioners/DEI recognition subcommittee</p>	<p>Yes Ongoing Spring-Annually</p>	

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