

DLDC ACTION PLAN FOR DIVERSITY, EQUITY/INCLUSION 2018 & 2019

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. In conjunction with YESS communications</p> <p>2. Create a summary of DLDC accomplishments and challenges for the action plan.</p>	<p>Marketing</p>	<p>Fall 2018</p>
<p>5-1</p>	<p>LITE</p> <p>1. Recruit more listeners [especially in areas where we have few or none]</p> <p>2. Increase Marketing [revise webpage for LITE]</p>	<p>DLDC LITE subcommittee, DLDC marketing subcommittee.</p>	<p>Ongoing</p>
<p>5-1</p>	<p>Create a DLDC Instruction Subcommittee that develops for culturally competent teaching for faculty DEI teaching and learning</p> <p>1. Subcommittee focus on academic and pedagogical practice.</p> <p>2. Involve more faculty in SAC's, EAC etc.</p>	<p>DLDC Instructional Subcommittee, Professional Development subcommittee</p>	<p>Ongoing</p>

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	<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>		
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> <p>2. 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 Professional development subcommittee</p> <p>2. Partner with instructional subcommittee</p>	<p>Ongoing academic year 2018-19</p>
5-1	<p>Quantitative & Qualitative Climate Survey for the College</p> <p>1. Administer a PCC quantitative and qualitative</p>	<p>OEI & DLDC data subcommittee</p>	<p>Administered[Bi annually]</p>

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	climate survey. It will Likely created internally.		
5-1	Advocate for PCC institutional data to always and consistently be provided and disaggregated by race/ethnicity.	DLDC advocacy	Academic Year 2018-19
5-1	Professional Development subcommittee 1. Subcommittee focus on staff of color and career planning.	DLDC Advocacy for onboarding and career planning	Academic Year 2018-19
5-1	Create CRT and DEI Learning on-line resources 1. Create a learning community. In partnership with YESS. Create Webinars	OEI and DLDC Marketing subcommittee.	Academic Year 2018-19
5-2	DLDC implement CRT training and frameworks for entire college community. 1. Advocate for Cabinet-level commitment of resources.	DLDC and DLDC marketing subcommittee [Advocate for full time CRT trainer with institutional administration]	Ongoing revisions/updates as needed 1. Winter 2018

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5-4	Review contemplated Board actions, and conduct a CRT analysis of Board decisions each month.	[under DLDC review] DLDC advocacy and collaborate with Board DEI 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	[Under DLDC review]	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
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