

PCC: Office of Equity and Inclusion 2017

*How we **Think Proud**/Think
Bold/Think Fearless/Think
Accountable/Think Smart/Think
Powerful*

Who comprises OEI?

- Kim Baker-Flowers-Chief Diversity Officer
- Alex Baldino-Lead Investigator
- Elisabeth Davidson-Program Coordinator
- Jeff Lamont-Title IX Investigator
- Erica Rothman-Title IX Co-Coordinator
- Raquel Torres-Administrative Assistant

No one ever arrives; they just bring more of themselves through each time (Cahill & Adams)

Mission of the Office of Equity and Inclusion

The Office of Equity and Inclusion is a key collaborator in PCC's commitment to civil rights, diversity, equity and inclusion. OEI uses the theory of social justice as our foundational framework for operation. We recognize the intersectionality of DEI and compliance. We are advocates for an inclusive college climate, regardless of individual differences, beliefs or identities.

[See some definitions of key terms in this statement.](#)

As a part of our collaboration:

- We interrupt and advocate for the interruption of systems of oppression at PCC.
- We use critical race theory as a lens for analysis.
- We are a resource, a collaborator, and a model of inclusive practices.
- We are also a source of activism at PCC.
- We acknowledge that the law can be problematic and is not always equitable. As a result, OEI tries to work through the inequities in our compliance work to achieve more equitable results.

3 OEI Major Areas of Work

- Equal Opportunity/Nondiscrimination & nonharassment
- Title IX
- Diversity & Inclusion
 - Task Forces and Committees

OEI uses the President's workplan with the overarching goal of "opportunity and equitable student success" PCC mission and strategic plan as our guiding documents.

EEO

- New Lead Investigator
- Creation of College Procedure Manual for Nondiscrimination & nonharassment
- Bias Response Team [quarterly bias reports]
- Affirmative Action Plan
- Diversity Recruitment [in partnership with HR]
 - Inclusion Advocates

Title IX

- Title IX Co-Coordinator
- Title IX investigator
- Title IX teams
- Revision of Title IX policy
- Title IX awareness and reporting
 - Advocate system

OEI approach to Learning/DEI Professional Development

- Operate out of the theory of social justice using critical race theory as a lens for analysis.

4 pronged approach to adult learning

Online

One-on-One

Experiential Learning [large group]

Cohort based learning [small group]

Experiential Learning-Social Justice Workshops

- 2 Day workshops
- Faculty Workshops
- Faculty Summit 5/2017 [first regional *PCC summit Culturally Responsive Teaching and Critical Pedagogy Across the Curriculum*]
- 104 internal participants and 67 external participants.

Over 704 PCC faculty and staff have participated since Fall 2015.

Non Credit Diversity/Equity/Inclusion Certificate

- Non-credit certificate designed to focus on individual learning on issues relevant to diversity, equity and inclusion in a small cohort dialogue based setting.
- Pilot began Fall 2016 [5 cohorts have occurred so far]
- Three stages of DEI readiness replicated in the certificate

Other Training/DEI professional development

- Transforming White Privilege-Allyship curriculum from World Trust [offered to faculty, staff and students].
- True Colors [faculty, staff and students]
- Faculty Diversity Internship Program

Housing and Food Insecure Task Force

- Co-chaired with Dr. Jessica Howard
- Task Force instituted last Fall with the intent to understand the PCC context for housing and food insecurity, to understand the resources and best practices and to make recommendations for next-steps to address the issues.
- Currently working on a white-paper that will be presented in Fall 2017

Trans Related Guidance Task Force/In partnership with GIS committee

- Task Force began in May 2016 in response to the OCR guidance document on Trans Gender Students
- Objectives:
 - To create PCC bathroom policy
 - To educate the PCC community and create awareness using the “I’ll go with you” campaign
 - To address the lack of all user bathrooms at the college
 - To address inclusion of all user bathrooms in PCC policy making

OEI “Mark”



- Mark created in partnership with strategic communications and the DLDC
- Anytime you see this emblem it signals to the college that it is an initiative that is endorsed, co-sponsored or sponsored by the Office of Equity & Inclusion

District Leaders of Diversity Council

- Who is on it?
- Action Plan for the DLDC [has been written in alignment with PCC's strategic plan since 2014]

DLDC Members:

- Abdul Majidi
- Alex Baldino
- Alisa Hampton
- Amanda Harrison
- Becky Springer
- Briar Schoon
- Dr General Johnson
- Carrie Weikel-Delaplane
- Chabre Vickers
- Cheryl Belt
- Dana Fuller
- Deborah Hall
- Eder Mondragon
- Elisabeth Davidson
- Elizabeth Guzman-Arroyo
- Erica Rothman
- Gregory Dockery
- Heiko Spoddeck
- Israel Pastrana
- Jackie Sandquist
- Jeannie LaFrance
- Mae Stephenson
- Marc Goldberg
- Maria Mendez
- Marvin Sadler
- Michelle Brown
- Miguel Arellano Sanchez
- Miriam Friedman
- Raquel Torres
- Rob Wagner
- Rut Martinez-Alicea
- Ryan Aiello
- Sandra Fowler-Hill
- Shannon Baird
- Jeff Laff
- Jeffrey Grider
- Jess Amo
- Jessica Howard
- Josh Peters McBride
- Kaela Parks
- Karen Paez
- Karin Edwards
- Kristin Benson
- Laura Horani
- Laura Massey
- Liliana Luna Olalde
- Lisa Avery
- Lisa Bledsoe
- Lisa George
- Loren Cushing
- Luke Givens
- Tanya Mead
- Tony Ichsan
- Traci Boyle Galestiantz
- Traci Fordham
- Traci Simmons
- Tricia Brand
- Val Moreno

What are the DLDC Subcommittees:

DLDC subcommittees are chaired by current PCC faculty/staff. Membership may include individuals that are not current members of the DLDC.

- LITE: Chair-Karen Paez
- Take 5[marketing subcommittee]: Chair-Rut Martinez Alicea
- Policy: Chair-Kristin Benson
- Undocumented: Chair- Liliana Luna Olalde
- Instructional: Chair-Traci Fordham
- Assessment/cultural competency for managers: Chair-Jackie Sandquist
- Data: Chair-
- Marketing: Chair-Miriam Friedman
- Professional Development: Chair-
- Diversity Practitioners/D&I Recognition: Chair-Kim Baker-Flowers

Marketing Subcommittee

- CRT is both a paradigm and a practice that challenges dominant systems on race, racism, and inequality. CRT asks us to examine how and why practices and policies were created—and whom they ultimately serve—as a means of challenging institutionalized forms of oppression. **Take 5 2.0 will be published this fall**



- 1 The centrality and intersectionality of race and racism.
- 2 The challenge to dominant ideology.
- 3 The commitment to social justice.
- 4 The centrality of experiential knowledge.
- 5 The interdisciplinary perspective.

LITE: Listening Intervention Team for Equity



- Pilot began Fall 2016
- Serves as a resource for PCC students, faculty, and staff who have experienced inequity or who are in need of guidance to successfully navigate challenging dynamics at the college across cultures, races, ethnicities, gender identity or expression, sexual orientations, ability, faiths and other aspects of individual and group identity.

DLDC Performance Management/Assessment Subcommittee



- Intercultural Competence Assessment tool for managers. The tool was implemented in March of 2017. As an organization and as individuals, we recognize the need for continuous development and evolution. As our understanding of equity and inclusion evolves, so will this tool. Please find the assessment attached.

Diversity Equity and Inclusion Awards Celebration

- Annual event began in Spring 2016
- The awards recognizes and celebrate those at PCC who work to promote social justice, diversity, equity and inclusion across the college as advocates, activists, teachers and learners.



OEI Next Steps for 2017-18

- Faculty Summit's for Faculty Department Chairs and Division Deans
- Incorporation of Restorative Practices in OEI practice
- Title IX prevention
- Non-credit certificate for social justice stage
- Continuing Education opportunities for Inclusion Advocates, non-credit
- Certificate participants
- Climate Survey
- Multicultural Organizational Development [MCOD] as an assessment tool
- Faculty Diversity Internship re-visioning

Questions?

When you know better: you do better

-Maya Angelou