



C H A B O T - L A S P O S I T A S

Community College District

Board of Trustees Meeting – August 18, 2020

Our Call to Action

Dr. Dyrell Foster, President, Las Positas College



Our Call to Action

Presidential Task Force

As result of the dialogue from the Campus Forum, a Presidential Task Force was developed to help formulate a call to action for our college.

On July 2: 45+ members of our campus community that make up the Task Force met with the charge of identifying best practices and otherwise making recommendations to the President on how the college can address systemic and institutionalized racism to obtain racially equitable student outcomes in access, persistence/retention, and completion

Our Call to Action

Equity-mindedness:

- Evidence Based
- Race Conscious
- Institutionally Focused
- Systemically Aware
- Equity Advancing

USC, Center for Urban Education, 2016





Our Call to Action

Current and on-going activities :

- Presidential Task Force
- Umoja Learning Community
- English Department's *English x Blackness* Initiative
- Black Student Union's "Wokeshop" Series
- Welcome event for Black students during the Student Services Resource Fair

Our Call to Action

Current and on-going activities:

- Including a goal and strategies for addressing equity and anti-racism as part of our college's Educational Master Plan
- Reviewing and updating Student Equity & Achievement Committee's Equity Statement
- Working collaboratively to develop a joint equity statement to include on all job postings
- Exploring Chabot College's 10x10 model



Our Call to Action

Themed under the following categories:

- Disaggregated Data & Inquiry
- Campus Climate & Communication
- Instruction & Curriculum
- Programs & Support
- Professional Development

USC, Center for Urban Education, 2016



Disaggregated Data & Inquiry

- Develop and administer a campus racial climate survey to students and to employees to better understand our students' and employees' experiences
- Conduct listening sessions with our current Black students to better understand their experiences and needs



Disaggregated Data & Inquiry

- Disaggregate data on student access, persistence/retention, and completion to reveal hidden patterns of racial inequity within all programs and disciplines
- Provide demographic student success data (to include race/ethnicity) to each instructor, at their request, for their class sections to monitor their own progress on student equity





Campus Climate & Communication

- Create and support a highly functioning Black Cultural Resource Center
- Identify and display African American art on campus
- Be inclusive in our student images/publications/videos to include Black students on website and marketing materials



Campus Climate & Communication

- Implement a Culture of Care and Empathy to ensure that Black students matter
- Develop a proactive outreach plan to connect with and communicate to current and prospective Black students



Instruction & Curriculum

- Develop and implement a cultural curriculum audit to engage faculty in a collaborative process to redesign their courses focusing on developing culturally responsive and engaging materials, equity-mindedness, and high impact teaching practices
- Review existing coursework and develop new curricula to advance racial and social justice, anti-racism and cultural diversity across the curriculum
- Develop and implement a plan to reimagine Public Safety Training at LPC

Programs & Support

- Continue to identify and support the specific needs of Black students arising from the COVID-19 pandemic
- Support and fund as needed centralized equity work on campus to oversee the current Black student success initiatives happening on campus





Professional Development

- Initiate a monthly President's Speaker Series for faculty, classified professionals, students, and administrators on anti-racism, anti-blackness, cultural competencies, culturally relevant pedagogy, and unconscious/implicit bias
- Develop employee learning communities, workshops, and ongoing professional development in anti-racism and anti-blackness



Next Steps:

- Recommend a lead individual or group who will be responsible for each action and its implementation
- The lead individual or group would be consulted and tasked with developing measurable goals and objectives, identifying resources needed, and estimating a timeframe in which the work will be completed



Thank you!

Thank you for your continued leadership and support of this important work and our collective efforts.