CCCCO Call to Action- Hartnell College Next Steps to Action
August 17, 2020

The purpose of this crosswalk document draft is to move Hartnell College forward in alignment with the CCCCO's Call To Action to address anti-racism generally and anti-Blackness specifically, on college campuses. This document can be used to identify gaps as well as highlight opportunities to align with Hartnell college strategic plan, institutional goals, and college redesign efforts. More specifically, work plans, timetables, and resources will need to be further developed. This is a working document that will require support, collaboration, and guidance as to moving from discussion to actionable steps.

A system wide review of law enforcement officers and first responder training & curriculum	- Request Board Report from South Bay Regional Public Safety Training Consortium - Request review of ADJ, EMT, and other first-responder program curriculum - Request review of Campus Security training/protocol and reporting
Campus leaders must host open dialogue and address campus climate	- Replicate Forum with HCCCD Board from past academic year - Create spaces for dialogue with racialized minoritized populations (students and employees) - Establish an African American and African Heritage Advisory Committee to address anti-Blackness on campus
Campuses must audit classroom climate & create action plan to create inclusive classrooms & anti-racism curriculum	- Identify the distinct goals with respect to classroom climate and anti-racism curriculum - Review existing campus climate survey data - Review Program Area Outcomes and Student Learning Outcomes to address equity and anti-racism - Disaggregate data (i.e., enrollment/participation/completion) by race at the course and program level - Establish a systematic plan and process for continuous improvement - Review student conduct process (Administrative Procedures and Board Policies) and reporting disaggregated data by race
District Boards review & update your Equity plans with urgency	- Conduct appreciative inquiry of the relationship between Student Equity and Achievement advisory committee, Student Success and Equity Committee, Professional Development committee and Diversity Committee - Develop plan for continuous review and updating Student Equity Plan on the whole and with specific intent for addressing equity gaps for African American and African Heritage students.
Shorten the time frame for the full implementation of the Diversity, Equity, & Inclusion Integration Plan	- Review existing timeliness and opportunities - Identify implementation timeline and evaluation
Join and engage in the Vision Resource Center "Community College for Change"	- Set expectations for Deans/Directors to join applicable communities-including, but not limited to "Community Colleges for Change" - Regular report out

1. Systemwide review of police and first responder training and curriculum. (ASCCC, CTE Deans and Faculty)

2. Campus leaders host open dialogue and address campus climate. (CEO's, District Leaders, Campus Police, CSSO's and their Student leaders)

3. Campuses audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum. (Faculty, CIO's, CSSO's, ASCCC)

4. District Boards review and update your Equity plans with urgency. (Chancellor's Office, All Campus Leaders, and District Trustees)

5. Shorten the time for the full implementation of the DEI Integration Plan (DEI Implementation Workgroup, Consultation Council and Chancellor's Office)

6. Engage in the Vision Resource Center "Community Colleges for Change." (Everyone)

Link to Recorded Session:

Additional resources aligned with the CCCO Call to Action

-**Salinas Union High School District- Resolution #20-106: https://go.boarddocs.com/ca/salinas/Board.nsf/Public**

-**San Diego State University:** https://diversity.sdsu.edu/about/statements_cdo

-**University of California, San Diego:**
https://drive.google.com/file/d/1pvohwOVugMF1ZFYvBQeQtqRVt2fUobx0/view?fbclid=IwAR2mvOAJpXwM8xwjHbaTzPdGkDt_le7TBxCGe1f8QTePrurNwuil9ow6nf4

-**CCCAA Board of Directors:** https://www.cccaasports.org/about/BLM_Statement