



**West Valley - Mission**

Community College District

# RACIAL EQUITY & SOCIAL JUSTICE

DISTRICT SERVICES

2020 ACTION FRAMEWORK

The West Valley-Mission Community College District is committed to being the change we seek on our campuses, in our communities, and indeed the world. Black lives matter, and it is time to redress the negative impact that systemic racism has had on the experience of many students, faculty, staff, and community members. This work is also about solving a problem and removing an obstacle that stands in the way of the West Valley-Mission Community College District achieving its full potential as an institution. Our work at this time is not simply about moving the needle, but rather refocusing the entire trajectory of our equity work and the corresponding institutional impacts. Our district leadership is committed to working with each member of the district community as allies to create a better, more equitable future for the students and communities served by the WVMCCD and to demonstrate leadership in confronting racial inequity.

We acknowledge that our two colleges have unique structures, programs, and philosophies designed to serve their respective communities, specifically their students. Our work at the district office is intended to serve and advance the work underway at the campuses by examining and changing the systems and procedures residing at the district office and used by West Valley and Mission to accomplish their individual missions. We will provide support and inertia to advance the work that necessarily must be accomplished at the campuses regarding curriculum changes, pedagogy, and creating anti-racist classrooms; closer examination of success and transfer rates and creating concrete strategies for closing the achievement gap; review of student services processes and policies, evaluating financial aid and scholarship programs through a racial equity lens; and review of campus equity plans and organizational models that provide for greater collaboration, engagement, and collective wisdom on matters of social justice.

Although not exhaustive, the district will begin examining the following initiatives within the 2020-21 academic year and provide a report to the community summarizing our progress within twenty-four months.

## **HUMAN RESOURCES**

### *Policy Review*

In partnership with the District EEO Advisory Committee, Human Resources will begin an immediate review of district policies and practices aimed at identifying structural and systemic barriers to the recruitment, hiring, onboarding, evaluation, and promotion of historically

underrepresented and marginalized communities, with an emphasis on the historical barriers for Black/African Americans.

#### *Enhancing Diversity*

Human Resources will utilize the Faculty Diversity Internship Program to actively recruit and mentor underrepresented associate faculty and create an intentional pathway for them to move into tenure track positions at West Valley and Mission College. Priority for recruitment of vacant tenure-track positions will be given to departments actively participating in the selection, mentoring, and preparation of candidates for the program.

#### *Professional Development*

In collaboration with the Academic Senate, Human Resources will create a professional development program to promote and enhance cultural competence and provide training and ongoing assessment around diversity, equity, equitable teaching practices, implicit bias, micro-and macro-aggressions, anti-racist behaviors, and others.

### **DISTRICT POLICE DEPARTMENT**

#### *Policy Evaluation*

The district police department will create and partner with a new citizen's review committee consisting of campus community members to immediately evaluate the department's policies and practices related to community policing, de-escalation techniques, risk assessment, and establishing mandated cultural proficiency, anti-bias and cultural responsiveness training. Together with the district police chief, the committee will also evaluate the department's mission statement, website, officer recruitment processes, organizational model, and mutual aid agreements with local city and county law enforcement to ensure they reflect the district's commitment to racial equity and social justice.

### **IS DEPARTMENT**

#### *Website review*

The district IS department will immediately begin a comprehensive review of the district website to ensure a more representative, equitable, and inclusive online presence; where greater fairness, care, and belonging are better integrated into our website, social media presence, and marketing collateral; and all members of the community are inspired to meet their academic and professional goals. This review will include faculty, classified professionals and students from underrepresented communities.

The district IS department will also create a channel in Microsoft Teams that allows members of the campus community to collaborate and share ideas and strategies for our important social justice work.

The district IS department will create a student worker program to mentor students and give them the opportunity to experience working in an information technology department. Creating these opportunities for students through job shadowing and hands on experience working in Information Technology will provide them with valuable mentoring and real-world training. The program will focus on forging pathways for underrepresented students and women to thrive in Silicon Valley leadership roles.

The district IS department will conduct a thorough audit of the student experience with our web-based systems (e.g. Banner, Canvas, web forms), platforms, and processes to identify and remove any barriers that may inhibit underrepresented students from successfully accessing the district's instructional and student services.

The district IS department will examine the technological hurdles that may impede students from completing the registration process. Our goal is to improve the percentage of students who complete registration after beginning the application process. The department will develop a survey and metrics to identify barriers and work directly with students to identify outcomes.

The district IS department will create a structure and systems to strengthen our data infrastructure to support centralized, standardized and accessible outcomes data dashboards and reports focused in identifying disproportionate impacts and inequities. Such a structure will also measure the collective impact of all our planned equity actions and inform discussions about the systems and practices that affect black students on our campus and whether we are affecting real change – measured qualitative and quantitatively.

## **GOVERNMENTAL AFFAIRS**

### *Advocacy*

The Governmental Affairs Office, together with the Legislative Committee, will engage and invest in districtwide advocacy efforts aimed at introducing and supporting state and national legislation focused on racial equity, inclusion and diversity. The GAO will also coordinate and promote a districtwide civic awareness and volunteerism campaign to bolster civic engagement, voting, and full participation in the democratic process.

### *Support for Proposition 16*

The district will develop an advocacy campaign to support the November passage of Proposition 16 in order to repeal the anti-affirmative action ban in California consistent with WVMCCD Board Resolution #20020201. The district will also join the Yes on Prop. 16! campaign and obtain updated information including social media tool kits, campaign updates and volunteer opportunities. The district will host a virtual event and solicit support from faculty, staff and students of both colleges.

## **FINANCE AND ADMINISTRATION**

### *Financial Practices*

The Finance and Administration department will evaluate the district's student payment options, including financial aid, credit and debt instruments, "Pay to Stay" program, payment plans and other available student resources to ensure barriers to success are eliminated and equitable practices exist along all district financial platforms.

### *General Services' Purchasing Department*

The Purchasing Department will update its Administrative Procedures to adopt and develop a Business Diversity Program. By adopting a Business Diversity Program, the District will welcome Minority-Owned Enterprises, Women-Owned Enterprises, and Disabled Veteran Owned Enterprises to participate in competitive bids in all of the procurement activities of the District.

## **FACILITIES DEVELOPMENT AND OPERATIONS**

On August 7, 2018, the Board of Trustees approved a Project Labor Agreement (PLA) with the Santa Clara & San Benito Counties Building and Construction Trades Council. Funds for construction derived from the District Measure W General Obligation Bonds would be subject to the PLA. The PLA requires the establishing of a Joint Administrative Committee. Facilities along with General Services will coordinate quarterly meetings to ensure the Committee maximizes the benefits of the PLA, but also establishes a stronger partnership to support the Trades Council. Facilities will collaborate with the Purchasing Department to be more proactive in sharing upcoming projects and bids by doing outreach efforts on how to register, view and participate in bid opportunities.

The Facilities Development and Operations Department will formally evaluate its practices on recruitment, hiring, soliciting of small contractors and vendors, and formal bid processes, to make sure they are consistent with the goal of reaching out to underrepresented and women-owned business.

### *Small Capital Contracts/Informal Bids*

The facilities department solicits informal bids from contractors and vendors for on-going scheduled maintenance and small capital improvement projects. Facilities will work closely with the purchasing department to do outreach on recruiting and registering minority and women-owned businesses and actively include them on soliciting informal bids.

### *Large Capital Contracts/Bond Program*

The facilities department manages all large capital projects and general obligation bond programs. To make sure underrepresented contractors, architects, engineers, and other vendors are involved FD&O will draft for the board's review and consideration, a policy creating a Business Diversity

Program. Working with the General Services Department, language will be included in the informal and formal bid documents that includes participation of minority-owned, women-owned, and disabled veteran-owned enterprises (MWDVE).

FD&O will develop an administrative procedure to ensure that construction design user group processes are inclusive of underrepresented students to ensure we are creating more welcoming, inclusive spaces for our students.

## **CHANCELLOR**

### *Racial Equity Task Force*

The chancellor will establish a district Racial Equity Task Force to help align district actions with aspirations under this plan in order to pursue a district community that equally values the voices and presence of all students, faculty, classified staff, administrators, and community members. The task force will seek input from a wide group of stakeholders, including existing affinity groups.

### *Funding from Land Corporation*

The chancellor will work with the Land Corporation to create a new funding category to support campus and district programming that champions equity and inclusion on an annual basis.

### *Leadership Academy*

In an effort to expand leadership opportunities and champion diversity both within the district and the CA Community College System, the chancellor will establish and lead an academy that provides grantees with mentorship, broad technical skills training, and networking necessary to accelerate into executive leadership positions. Grantees must apply for and gain admission to the program and will be eligible for compensation through Land Corporation professional development funds.

### *Grants and Fundraising*

Together with the District Foundation, the chancellor will focus and expand the district's fundraising and grant initiatives to develop revenue streams that directly impact underrepresented students, provide resources for college and district equity and social justice programs, and create partnerships with civic organizations aimed at eradicating racial inequity.

### *Signage*

The chancellor will secure funding to support college and district marketing and signage that welcomes a diverse student body, champions racial equity, encourages introspection, allyship, and action from non-BIPOC faculty, staff, students, and states unequivocally that "Black Lives Matter."