Summary of Work

Equity, Diversity & Inclusion

Equal Employment Opportunity
Presentation Summary
Dr. Jack S. Kahn, Interim Superintendent/President

Summer and Structure of work
Website and outcomes
Updates on Antiracist Framework

Students
Institutional Change
- Institution
- Faculty
- Human Resources
Campus Culture
Summer & Structure
Leslie Salas, Dean Counseling Services

USC team this summer
Equity Leadership Alliance

Affinity groups
- Asian Pacific Alliance in Higher Education (APAHE at Palomar College)
- Association of Latinos and Allies for Student Success (ALASS) *started it all!*
- Palomar Black Faculty and Staff Association (PBFSA)
- Empowered Womxn
- White Allies for Antiracism at Palomar College

EDI team as liaisons with representation from affinity groups
<table>
<thead>
<tr>
<th>Equity, Diversity &amp; Inclusion Website</th>
<th>10 Antiracist Action Items</th>
<th>Updates on each Action</th>
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</thead>
<tbody>
<tr>
<td>Outcomes for Actions – In Progress</td>
<td>Dashboard to track progress</td>
<td>Subscribe! Today</td>
</tr>
</tbody>
</table>
Student Updates:

Olga Diaz, Director of Student Success & Equity

Prop M project: Retention Center & Exploration of spaces (Action item 2)
- Identify Temporary Student Space for Umoja / Puente
- Secure permanent space in LL

Umoja leadership for spring (Action item 3)
- Coordinators changing Spring 2021
- 'SLI' Training in January
- Graduation Ceremony

Voting: (Action item 8)
- Civic Engagement Communication / Resources
- Ballot Bowl – Palomar in Top 10
- Pride center - Voting Guide with LGBTQ+ Lens
- Post-Election Activities/Support
- Next steps
Institutional Updates
Michael Andrews, Director Palomar College Police Academy
and Dr. Jack S. Kahn, Interim Superintendent/President

Police Academy Updates (Action item 1)
✓ Carotid Restraint
✓ Regional Consortium
✓ Next steps?

Other Institutional Initiatives
✓ IPC subcommittee recommendation to hire Africana Studies faculty (Action item 3)
✓ NACCC student survey on class climate between February and May 2021 (Action item 5)
✓ Workforce Student Success Institute (Action item 2)
Institutional Updates
Dr. Hossna Sadat Ahadi, Assistant Professor, Counseling

• Healing and Antiracism events for students (Action item 2)
• Black Minds Matter (cohort 2) (Action item 2)
• Gender Pronoun Project (Action item 2)
• Antiracism Solidarity Statements (Action item 2)
• PCTV collaborative projects (All items)
• Production of antiracism documentary (All items)
Institutional Updates
Dr. Jack Kahn, Interim Superintendent/President

• Governance Task Force Leadership (Action item 4)
• Antiracist Board Policy draft (All items)
• Palomar News series on the history of Antiracism (All items)
• Additional projects and activities within clubs, organizations, departments, and divisions throughout the campus
Faculty Projects

Dr. Rocco Versaci, President, Faculty Senate and Professor, English Department

- MATCH initiative & posters (Action item 2)
- Performing Arts Department productions and activities (All items)
- AS101 Class for faculty/staff (Action item 6)
- Decolonizing syllabi project (Action item 5)
- New Faculty Senate subcommittee on Diversity, Equity, and Cultural Competence (DEqCC) (All items)
- Equity Teaching Practices & Resources Website (Action item 5)
## Antiracism/Hiring Improvements Workgroup

Dr. Jack Kahn, Interim Superintendent/President

### Improvements Are Aligned with EEO Plan

<table>
<thead>
<tr>
<th>In Discussion</th>
<th>In Progress</th>
<th>Completed</th>
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<tbody>
<tr>
<td>• Add questions about antiracism to exit survey</td>
<td>• Antiracism employee survey</td>
<td>• Require antiracism supplemental question during the application process for non-faculty postings</td>
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<td>• Using ZOOM for interviews when we return to campus</td>
<td>• Antiracism student survey</td>
<td>• Implement job alerts in PeopleAdmin (enables applicants to sign up and receive notification as soon as we post positions in their selected category)</td>
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<td>• Having students on interviews</td>
<td>• List of diverse organizations, listservs etc.</td>
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<td>• Require extended implicit bias, microaggressions, equity-minded and antiracism training</td>
<td>• Workshops for application and interview tips</td>
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<td>• Create more robust training for Compliance Officers and Committee Chairs with an equity-minded/antiracist lens</td>
<td>• Video promotion</td>
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<td>• Link equity pages to District homepage</td>
<td>• Series of antiracist videos for the campus and board</td>
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<td>• Calendar of antiracism events on the antiracism webpage</td>
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<td>• Updating AP 7120</td>
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THANK YOU!

QUESTIONS?