

Summary of Work

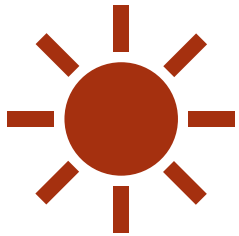
Equity, Diversity & Inclusion

Equal Employment Opportunity



Presentation Summary

Dr. Jack S. Kahn, Interim Superintendent/President



Summer and Structure of work



Website and outcomes



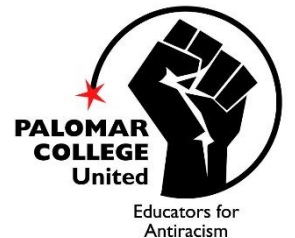
Updates on Antiracist Framework

Students

Institutional Change

- Institution
- Faculty
- Human Resources

Campus Culture



Summer & Structure

Leslie Salas, Dean Counseling Services

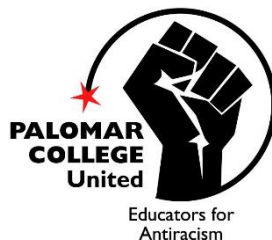
USC team this summer

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



Equity, Diversity & Inclusion

Leslie Salas, Dean Counseling Services

Equity, Diversity
& Inclusion
Website

10 Antiracist
Action Items

Updates on each
Action

Outcomes for
Actions –
In Progress

Dashboard to
track progress

Subscribe! Today

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)

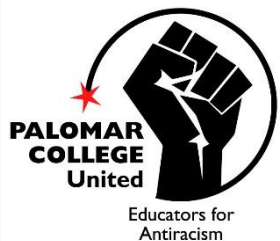
Civic Engagement Communication / Resources

Ballot Bowl – Palomar in Top 10

Pride center - Voting Guide with LGBTQ+ Lens

Post-Election Activities/Support

Next steps



Institutional Updates

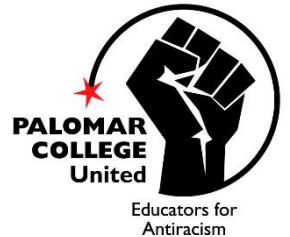
Michael Andrews, Director Palomar College Police Academy
and Dr. Jack S. Kahn, Interim Superintendent/President

Police Academy Updates (Action item 1)

- ✓ Carotid Restraint
- ✓ Regional Consortium
- ✓ Next steps?

Other Institutional Initiatives

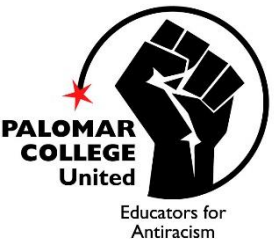
- ✓ IPC subcommittee recommendation to hire Africana Studies faculty (Action item 3)
- ✓ NACCC student survey on class climate between February and May 2021 (Action item 5)
- ✓ Workforce Student Success Institute (Action item 2)



Institutional Updates

Dr. Hossna Sadat Ahadi, Assistant Professor, Counseling

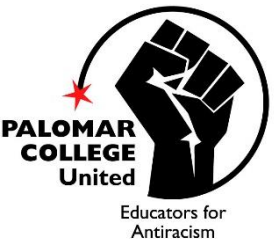
- Healing and Antiracism events for students (Action item 2)
- Black Minds Matter (cohort 2) (Action item 2)
- Gender Pronoun Project (Action item 2)
- Antiracism Solidarity Statements (Action item 2)
- PCTV collaborative projects (All items)
- Production of antiracism documentary (All items)



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

In Discussion	In Progress	Completed
<ul style="list-style-type: none"> • Add questions about antiracism to exit survey • Using ZOOM for interviews when we return to campus • Having students on interviews • Require extended implicit bias, microaggressions, equity-minded and antiracism training • Create more robust training for Compliance Officers and Committee Chairs with an equity-minded/antiracist lens • Link equity pages to District homepage • Calendar of antiracism events on the antiracism webpage • Updating AP 7120 	<ul style="list-style-type: none"> • Antiracism employee survey • Antiracism student survey • List of diverse organizations, listservs etc. • Workshops for application and interview tips • Video promotion • Series of antiracist videos for the campus and board 	<ul style="list-style-type: none"> • Require antiracism supplemental question during the application process for non-faculty postings • Implement job alerts in PeopleAdmin (enables applicants to sign up and receive notification as soon as we post positions in their selected category)

THANK YOU!

QUESTIONS?

