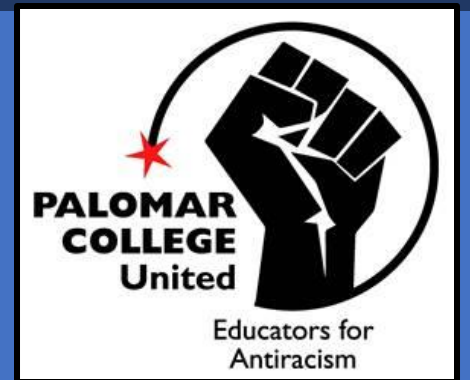


# DIVERSITY, EQUITY, AND INCLUSION

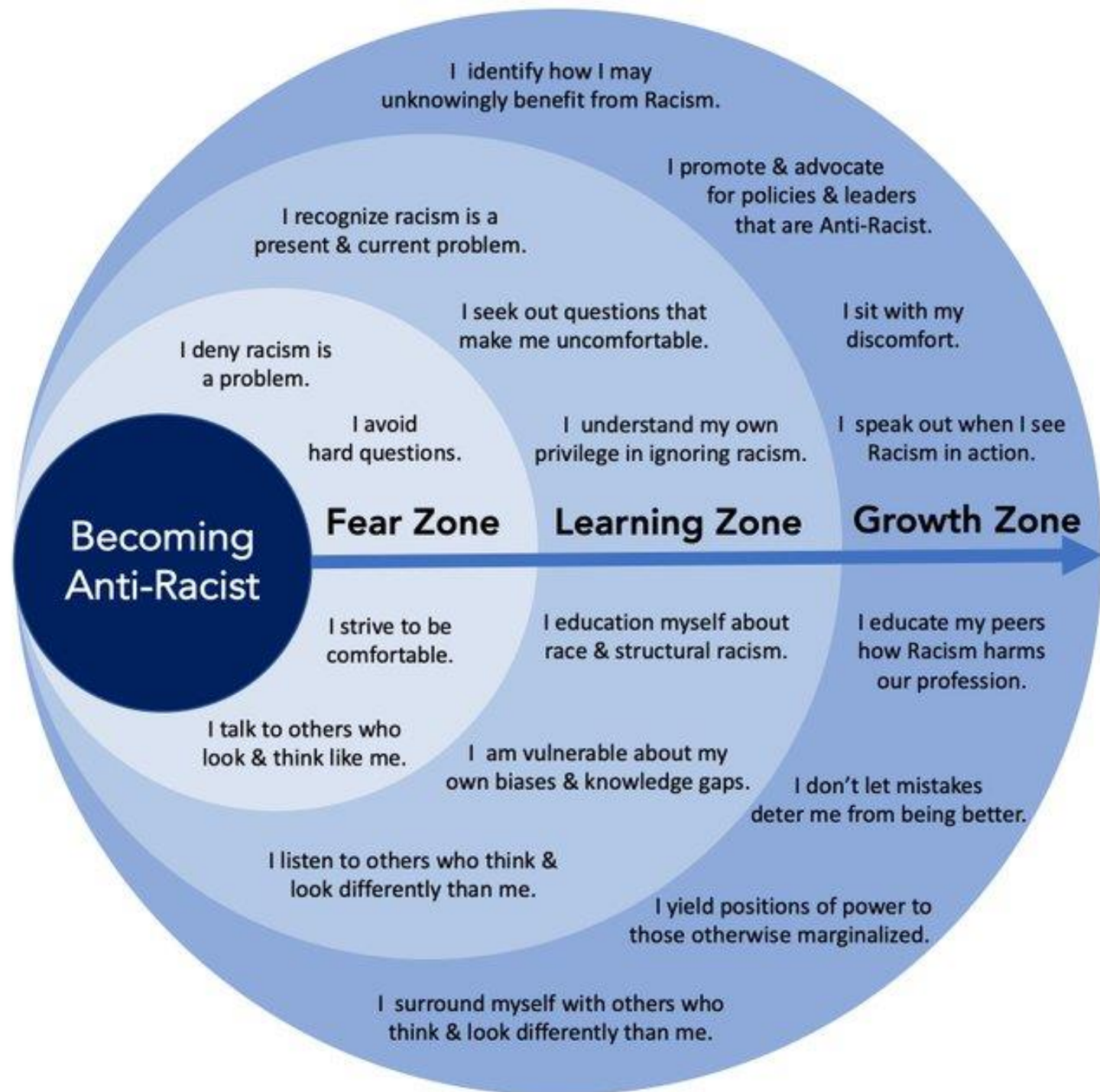
DR. JACK KAHN & DR. HOSSNA SADAT AHADI



# TOPICS FOR DISCUSSION

- SELF-REFLECTION
- WHAT IS DEI AND WHY IS IT IMPORTANT
- EQUALITY, EQUITY, LIBERATION, & INCLUSION
- WHO IS IMPACTED?
- OUTCOME OF DEI
- HOW DOES DEI IMPACT YOUR ROLE?

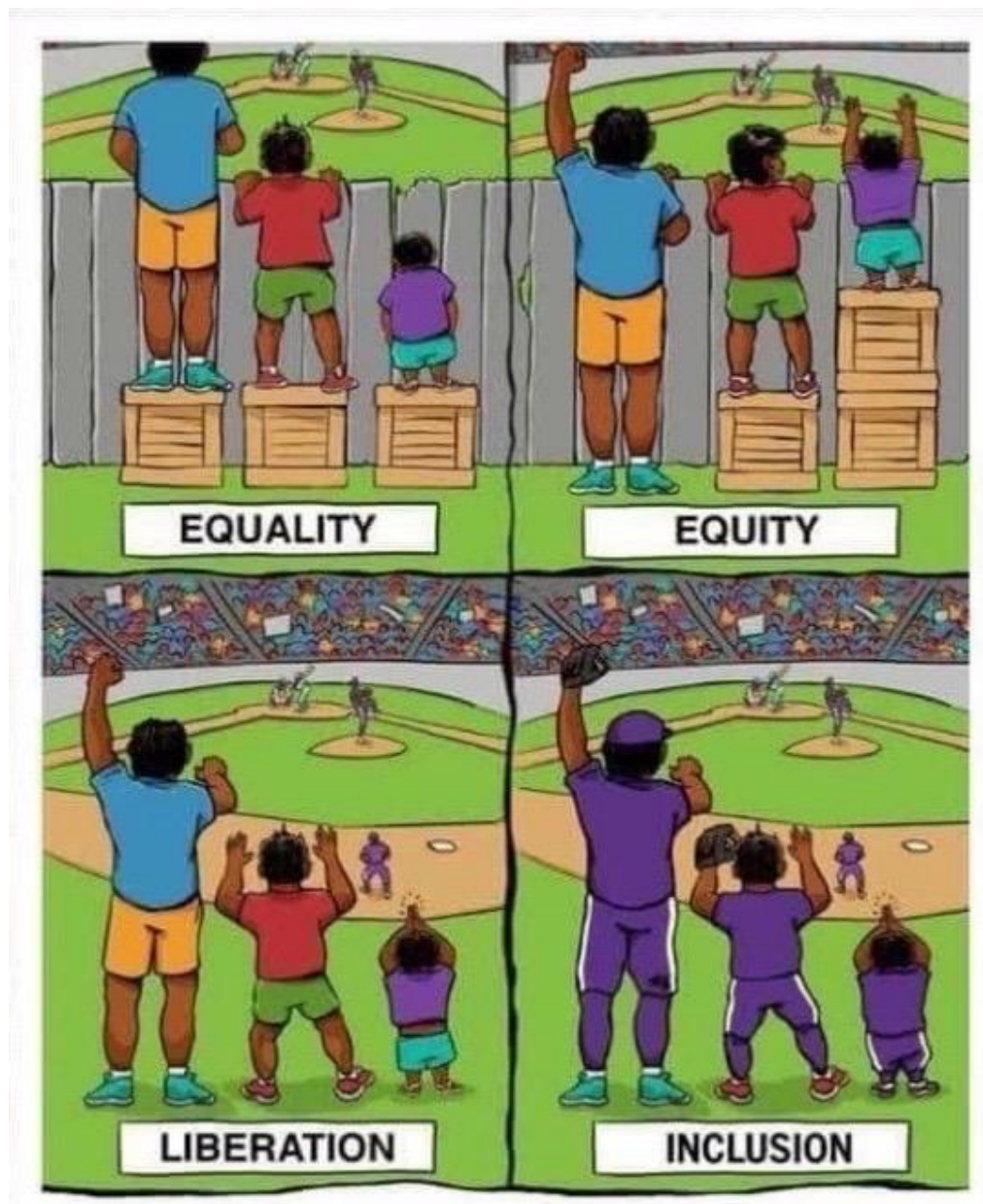
# SELF-REFLECTION



# WHAT IS DEI AND WHY IS IT IMPORTANT?



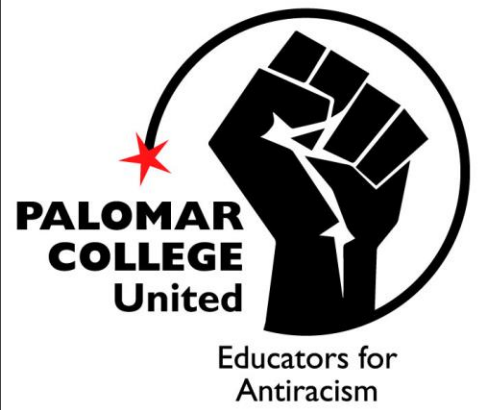
# EQUALITY, EQUITY, LIBERATION, AND INCLUSION



		Academic Term			
		Fall 2019		Fall 2020	
Student Status		#	%	#	%
Full-Time		7,954	31.6%	7,023	32.8%
Part-Time		15,436	61.4%	13,644	63.7%
Non-Credit		1,750	7.0%	763	3.6%
<b>Total</b>		<b>25,140</b>	<b>100.0%</b>	<b>21,430</b>	<b>100.0%</b>
Source: MIS Submissions to CCCCO					
		Academic Term			
		Fall 2019		Fall 2020	
Student Status	Gender	#	%	#	%
Full-Time	Female	3,943	49.6%	3,736	53.2%
	Male	3,954	49.7%	3,219	45.8%
	Non-binary*	-	0.0%	4	0.1%
	Unknown	57	0.7%	64	0.9%
<b>Total</b>		<b>7,954</b>	<b>100.0%</b>	<b>7,023</b>	<b>100.0%</b>
Part-Time	Female	7,377	47.8%	6,995	51.3%
	Male	7,912	51.3%	6,522	47.8%
	Non-binary*	4	0.0%	16	0.1%
	Unknown	143	0.9%	111	0.8%
<b>Total</b>		<b>15,436</b>	<b>100.0%</b>	<b>13,644</b>	<b>100.0%</b>
Non-Credit	Female	981	56.1%	518	67.9%
	Male	631	36.1%	215	28.2%
	Non-binary*	1	0.1%	-	0.0%
	Unknown	137	7.8%	30	3.9%
<b>Total</b>		<b>1,750</b>	<b>100.0%</b>	<b>763</b>	<b>100.0%</b>
<b>Grand Total</b>		<b>25,140</b>	<b>100.0%</b>	<b>21,430</b>	<b>100.0%</b>

		Academic Term			
		Fall 2019		Fall 2020	
Student Status	Ethnicity	#	%	#	%
Full-Time	American Indian/Alaska Native	35	0.4%	24	0.3%
	Asian	451	5.7%	351	5.0%
	Black/African American	236	3.0%	194	2.8%
	Filipino	221	2.8%	211	3.0%
	Hispanic	3,769	47.4%	3,262	46.4%
	Pacific Islander	32	0.4%	32	0.5%
	White	2,508	31.5%	2,327	33.1%
	Multi Ethnic	496	6.2%	487	6.9%
	Unknown	206	2.6%	135	1.9%
	<b>Total</b>		<b>7,954</b>	<b>100.0%</b>	<b>7,023</b>
Part-Time	American Indian/Alaska Native	109	0.7%	115	0.8%
	Asian	610	4.0%	613	4.5%
	Black/African American	450	2.9%	394	2.9%
	Filipino	367	2.4%	335	2.5%
	Hispanic	7,043	45.6%	6,190	45.4%
	Pacific Islander	56	0.4%	42	0.3%
	White	5,451	35.3%	4,858	35.6%
	Multi Ethnic	780	5.1%	788	5.8%
	Unknown	570	3.7%	309	2.3%
	<b>Total</b>		<b>15,436</b>	<b>100.0%</b>	<b>13,644</b>
Non-Credit	American Indian/Alaska Native	-	0.0%	-	0.0%
	Asian	119	6.8%	46	6.0%
	Black/African American	16	0.9%	6	0.8%
	Filipino	8	0.5%	4	0.5%
	Hispanic	1,293	73.9%	569	74.6%
	Pacific Islander	3	0.2%	-	0.0%
	White	204	11.7%	105	13.8%
	Multi Ethnic	12	0.7%	8	1.0%
Unknown	95	5.4%	25	3.3%	
<b>Total</b>		<b>1,750</b>	<b>100.0%</b>	<b>763</b>	<b>100.0%</b>
<b>Grand Total</b>		<b>25,140</b>	<b>100.0%</b>	<b>21,430</b>	<b>100.0%</b>

# PALOMAR CALL TO ACTION



Creating an Antiracist  
Framework

- #1 Racial Equity for Police Reform**
- #2 Space for Black/African American Students**
- #3 Hiring of Black/African Americans**
- #4 Hiring of Diverse Faculty**
- #5 Audit Classroom Climate**
- #6 PD Training**
- #7 Black/African American employee protections**
- #8 Get out the vote**
- #9 Black/African American Student Graduation**

# OUTCOMES OF DEI AT PALOMAR COLLEGE 2020–2021

- Police Academy Banned Carotid Restraint & Regional work
- Created antiracist Board Policy & working on AP
- Joined USC Alliance
- Human Resources Timeline to adopt antiracist practices
- Formed multiple alliance groups (PBFSA, APAHE, WAAP, & Empowered Womxn)
- Decolonizing your syllabus
- Subcommittee on Hiring from Faculty Senate
- Numerous healing events and circles

**THIS IS JUST A SAMPLE!**



HOW DOES DEI  
IMPACT YOUR ROLE  
AS A FOUNDATION  
BOARD MEMBER?

Please upload your response onto [Padlet](#)