

Palomar College DEIAA Competencies

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The purpose of establishing DEIA(A) competencies and criteria is to define the skills, knowledge, and behaviors that all California Community College (CCC) employees must demonstrate to work, teach, and lead in a diverse environment that celebrates and is inclusive of diversity.*

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As part of the Governor’s Recovery with Equity Roadmap and the Chancellor’s Office Vision for Success, all community colleges have been asked to create DEIAA Competencies and Criteria that focus on cultural change and establish conditions for educational success as part of the DEI Integration Plan. The DEI Integration Plan includes recommendations for embedding diversity, equity, inclusion, and accessibility and anti-racism (DEIAA) competencies and criteria into the employee evaluation and tenure review processes. Upon receiving a Competencies and Criteria template from the Chancellor’s Office, the Competencies and Criteria Task Force modified the template into the following Competency Themes. The purpose of establishing DEIAA competencies and criteria is to define the skills, knowledge, and behaviors that all Palomar College employees must demonstrate to work, teach, and lead in a diverse environment that celebrates, and is inclusive of diversity. To develop the competencies themes the following definitions were used:

Competencies: *skills, knowledge, abilities, and behaviors all employees must demonstrate and utilize in interactions with students and colleagues, and the performance of their job duties.*

Criteria: *the elements used in employee evaluation and tenure review processes to measure performance.*

Palomar College Competency Themes

A: Accessibility To build inclusive and anti-ableist environments, practices, materials, and experiences for all learners.	B: Cultural Competency and Mission To create respectful, DEIAA-affirming environments.	C: Pedagogy & Curriculum To enhance student learning outcomes and success through DEIAA practices.	D: Improvement and Reflection To use DEIAA practices to grow as individuals to better serve our students and district communities.
All employees	All employees	Faculty only	All employees
A1. Applies accessible and universal design strategies within one’s employment role to ensure all students and employees can participate and thrive in all physical and digital environments. A2. Demonstrates an awareness and understanding of apparent and nonapparent/invisible disabilities and the intersectionality between disability, race, gender, class, and other identities held.	B1. Acquires and utilizes knowledge of the lived experiences of the culturally diverse and underserved students, employees, and communities in the district. B2. Seeks, demonstrates, and advocates for DEIAA perspectives using an intersectional lens when problem solving, and developing policies, practices, and processes to the greatest extent possible within their role in the college. B3. When job duties include a leadership role, initiate DEIAA perspectives in all college activities through a collaborative approach to foster an inclusive culture.	C1. Develops and implements pedagogy and/or curriculum that promotes equitable access and DEIAA perspectives with an intersectional lens. C2. Uses data to uncover inequitable student outcomes and takes action to improve equitable student outcomes and success.	D1. Demonstrates a commitment to a continuous cycle of self-growth and reflection by participating in ongoing and purposeful DEIAA professional development and learning opportunities. D2. Demonstrates the ability and willingness to self-reflect in order to communicate and interact effectively with people of diverse backgrounds and experiences.

References: California Code of Regulations, Title 5, Division 6, Chapter 4, Subchapter 7, Section 53601-53605

The developed DEIAA competencies will be utilized as a guide to develop the **Criteria** through negotiations and the creation of appropriate evaluation forms.

*From the Chancellor’s Office DEIA Competencies and Criteria (Board of Governors, March 21, 2022); Palomar College is rooted in diversity, equity, inclusion, accessibility and antiracism (DEIAA) frameworks. College Council approved 4/12/24.