

Academic Senate – May 6, 2021 APPROVED

The Academic Senate Diversity, Equity and Inclusion Committee:

Charge: Develop anti-racism initiatives and assess their probable impact upon equity, diversity, and inclusion, and provide an advocacy role for college constituency groups, faculty, and students. Lead and advocate proactively to develop policies, processes, and practices that include diverse faculty, perspectives, and experiences that represent our student populations. Implement deliberate practices to ensure inclusion of all cultures, ethnicities, race, gender, sexual orientation, disability, age, religion and socio-economic status.

Committee Guidelines:

1. Increase faculty representation by identifying and empowering missing voices within the Academic Senate (AS) and leadership. Create and maintain an environment where everyone feels welcome, respected, valued and supported to participate fully.
2. Enact cultural curricular responsive redesign, courses, programs, and the curriculum committee considering DEI within course development approvals.
3. Partner with administration and collective bargaining to transform faculty hiring, onboarding, and the tenure process with an anti-racism focus.
4. Work with the administration and students to offer students constructive ways to express themselves about lived experiences and structural and historical implicit and explicit biases.
5. Provide transformational leadership faculty training; in conjunction with DEI providing support of faculty development for anti-racism, social justice, cultural competency and racial literacy.
6. Examine and develop plans ensuring (10 plus 1) collegial consultation matters are addressed continuously, promoting racial equality, justice, and equity for all faculty and students.

Further, the AS DEI committee will develop, implement, and monitor the enhancement of these efforts collaboratively to support DEI (Shared Governance) committee, CTA DEI committee, and SEAC to ensure continuity and development of faculty/student-centric DEI policy reform.

AS DEI members: Academic Senate leadership and faculty, utilizing reports presented by the DEI (Shared Governance).