

Guided Pathways & Equity Project Teams

2021-22 Final Report

PROJECT TEAM NAME: Racial & Cultural Competency Project Team

DESCRIPTION: Recognize and support ongoing development of racial and cultural competency of all constituent groups to ensure equitable treatment of students and staff to foster a culture of ongoing improvement.

TEAM MEMBERS:

- Classified Professional: Lilia Garcia
- Faculty: Dominique Hitchcock
- Management: Gustavo Ocegüera

DATE: 5/10/22

SUMMARY:

The Racial and Cultural Competency project team was charged with the following:

- Develop a vision and an end goal as it relates to establishing a culture of equity-mindedness and anti-racism (*EMP: Goal 4: Implement Professional Development around Guided Pathways and equity framework; foster a culture of ongoing improvement*).
- Identify current levels of racial and cultural competency along the Cultural Competence Continuum by target population/department.
- Identify opportunities for all target populations/departments to examine personal and unconscious bias that lead to inequitable institutional practices and policies.
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The table below illustrates recommended trainings by constituent group for levels 1-3.

RACE AND CULTURAL COMPETENCY TRAINING RECOMMENDATIONS BY CONSTITUENT GROUPS	
STUDENTS	STUDENT EMPLOYEES

- The College shall rely on the results of the CORA Participants' Survey to assess efficacy and to continue promoting engagement in professional development by all constituent groups.
- The College should also consider using the annual Program Review process to assess race and cultural competency professional development needs for disciplines/departments/ and units on an annual basis.
- We also recommend to add an objective for Cultural Competency training under EMP Goal 4 (Professional Development).

Collaboration with RCCD Call to Action Task Force

It is recommended for the College to adopt the [RCCD Call to Action Task Force Professional Development Plan and Structure](#). The plan provides a framework and districtwide structure to support and deliver equity-minded and cultural competency professional development for all constituent groups.

Additionally, to increase participation in professional development activities, it is recommended that trainings be customized for constituent groups as follows:

Classified Professionals

