DEIAA

Diversity, Equity, Inclusion,
Accessibility, Anti-Racism

SANJOSECITYCOLLEGE SJCC

**Diversity, Equity, Inclusion,
Accessibility, Anti-Racism
(DEIAA) Plan**

2022-2027

San José City College

DEIAA

Diversity, Equity, Inclusion, Accessibility, Anti-Racism

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Executive Summary

The five-year (2022-2027) San José City College (SJCC) Diversity, Equity, Inclusion, Accessibility, Anti-Racism (DEIAA) Plan outlines the goals that strengthen the College's commitment to enhancing campus constituents' sense of belongingness. At the end of each academic year, the Diversity Advisory Committee (DAC) will prepare a report detailing the status and accomplishments related to the SJCC DEIAA Plan goals.

Background

In the fall of 2021, DAC was tasked by President Dr. Rowena M. Tomaneng to draft the inaugural SJCC DEIAA Plan. DAC employed an inclusive process in the development of the SJCC DEIAA Plan and through participatory governance, sought campus-wide input from SJCC constituency groups through campus surveys, focus groups, and campus community feedback forms. Additionally, the SJCC DEIAA Plan aligns with the California Community Colleges Chancellor's Office (CCCCO) June 2021 "Call to Action" and Vision for Success initiative, and San José-Evergreen Community College District (SJECCD) Resolution No. 071420-7.

Purpose

The mission of San José City College is to provide student-centered and culturally responsive curriculum and services for career pathways, university transfer, and life-long learning. We strive to accomplish this by promoting an inclusive, multicultural learning community that values social justice, along with excellence in teaching and learning. In alignment with the College's mission and the SJCC Student Equity Framework the principle aim of the SJCC DEIAA plan is to: 1) strengthen the College's commitment to enhancing campus constituents' sense of belongingness to SJCC; 2) support the College's efforts to meet the objectives included in the Student Equity Plan, Educational Master Plan, Strategic Plan and associated reports; and 3) reflect the campus-wide input of SJCC constituency groups.

Key Campus Collaborators

The SJCC DEIAA Plan goals and action items were developed during the spring 2022 in collaboration with the following SJCC campus stakeholders:

- President's Office
- Executive Cabinet
- Division Deans
- Classified Senate
- Academic Senate
- Associated Student Government
- SafeZone Committee
- ITSS
- Office of Academic Success and Student Equity
- Professional Development Committee
- Student Equity and Achievement Program Committee
- Office of Research, Planning and Institutional Effectiveness
- Institutional Effectiveness Partnership Initiative Taskforce
- Student Accessibility Services
- Student Development and Activities
- Diversity Advisory Committee

SJCC DEIAA Plan 2022-2027

The SJCC DEIAA Plan serves an integral role in mapping the College's path to deepen students' and employees' sense of belongingness. Considering campus-wide input, CCCCO and SJECCD guidance, and the College's current equity efforts, the College is committing to the following four strategic priorities: Strengthening Student Success, Advancing Anti-Racism, Amplifying Accessibility
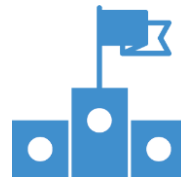
PRIORITY 1
Strengthening Student Success

PRIORITY 2
Advancing Anti-Racism

PRIORITY 3
Amplifying Accessibility

PRIORITY 4
Improving Campus Climate

PRIORITY 1:
Strengthening Student Success

Targeted Areas: *Learning Communities, Library Resources, Basic Needs and Retention, Mental Health Services, Technology Equity, and Assessment Equity*

LEARNING COMMUNITIES

GOALS	ACTION ITEM	RESPONSIBLE ENTITIES
Establish an Asian American and Pacific Islander (AAPI) Learning Community program for SJCC AAPI students.	*Establish a faculty program coordinator position for the 2022-2023 academic year. The faculty program coordinator will work with SJCC constituents to identify program goals and a cooperative plan and timeline to achieve them.*	*Academic Affairs, Student Affairs, Asian American Success & Accelerated Progress (AASAP) Program Taskforce, Associated Student Government, Counseling Division, SJECCD Asian Pacific American Association*
Increase student participation in the SJCC Puente Program, SJCC Umoja Program, and SJCC Metas Program	1. *Enhance collaboration with and supporting concurrent enrollment in SJCC programs to increase recruitment, retention, graduation, and transfer rates.*	*SJCC Puente Program, SJCC Umoja Program, SJCC Metas Program, The Office of Academic Success and Student Equity, Counseling Division*
Increase support for English language learners	2. *Increasing outreach to and collaboration with community education partners (e.g., Eastside Unified High School District) to expand program access and enrollment.* *Host forum with SJCC constituencies to identify goals and a cooperative plan and timeline to achieve them.*	*SJCC International Student Office, SJCC ESL Program, Counseling Division, Student Equity and Achievement Program Committee, Academic Affairs, Student Affairs.*

PRIORITY 1:
Strengthening Student Success

LIBRARY RESOURCES

GOALS	ACTION ITEM	RESPONSIBLE ENTITIES
Establish DEIAA-focused library collection (print and electronic) to support teaching and learning needs.	*Collaborate with SJCC constituencies to develop a DEIAA-themed resource list, an acquisition plan, and budget to secure the proposed resources.*	*César E. Chávez Library, Academic Affairs, Student Equity and Achievement Program Committee, The Office of Academic Success and Student Equity.*

BASIC NEEDS AND RETENTION

GOALS	ACTION ITEM	RESPONSIBLE ENTITIES
Centralize the College's basic needs and retention coordination efforts.	1. *Establish a Basic Needs Coordinator position that will assist with retention efforts through the provisioning and referral to basic needs resources on and off-campus* 2. *Establish an SJCC Student Success and Retention Center to support Basic Needs Coordinator.*	*Student Development & Activities, Office of Academic Success and Student Equity, Learning Resource Center.*

PRIORITY 1:
Strengthening Student Success

MENTAL HEALTH SERVICES

GOALS	ACTION ITEM	RESPONSIBLE ENTITIES
Increase access to mental health services.	1. 2. *Research and secure mental health provider that specializes in large-scale virtual mental health services.* 3. *Increase awareness of mental health services available on campus and with community partners.*	*Associated Student Government, Student Development & Activities, Student Health Services.*

TECHNOLOGY EQUITY

GOALS	ACTION ITEM	RESPONSIBLE ENTITIES
Establish a "Mobile Campus."	*Enhance student technology training and access to technology resources to address the continuation of the "Digital Divide" as the College plans to increase online course offerings and student support services.*	*Technology Committee, Accessibility Committee, Distance Education Committee, César E. Chávez Library, Academic Affairs, Student Affairs.*

ASSESSMENT EQUITY

GOALS	ACTION ITEM	RESPONSIBLE ENTITIES
Enhance the College's capacity for assessing student equity.	*Collaborate with the District to strengthen the internal data warehouse by identifying both the critical student data elements needed for equity analysis and a cooperative plan and timeline to implement them.*	*Associated Student Government, Student Development & Activities, Student Health Services*

PRIORITY 2: **Advancing Anti-Racism**

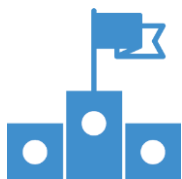| GOALS	ACTION ITEM	RESPONSIBLE ENTITIES
Establish SJCC Anti-Racism Taskforce. — *Increase institutional capacity to humanize education and dismantle systemic racism.*	*Host forum with representatives from all SJCC constituency groups to develop taskforce objectives and identify a cooperative plan and timeline to achieve them.* — 1. *Develop and implement an Equity Dashboard data-visualization and assessment tool that disaggregates student performance data so faculty may pinpoint disproportionally impacted student populations and design race-conscious pedagogical adjustments to enhance student equity and improve student outcomes in their courses.* 2. *Establish Cultural Curriculum Audit Review (CCAR) Taskforce to identify priorities and processes to support the College's mission in providing student-centered and culturally responsive curriculum for career pathways, university transfer, and life-long learning.*	*Associated Student Government, President's Office, College Advisory Council, Diversity Advisory Committee, Student Equity and Achievement Program Committee* — *Academic Affairs, Professional Development Committee, Instructional Policy & Curriculum Committee, Student Learning Outcomes & Assessment Committee*

PRIORITY 3: **Amplifying Accessibility**

GOALS	ACTION ITEM	RESPONSIBLE ENTITIES
Enhance services to students with disabilities through advancements in processes and institutional capacity.	1. *Conduct an annual comprehensive institutional accessibility audit to objectively evaluate student support services, curriculum, campus facilities, the state of campus technology and identify a cooperative implementation plan to improve campus accessibility.* 2. *Secure the Accessible Information Management System that will centralize SAS services and remove communication/interaction barriers between SAS program staff, faculty, and students.*	*Lead entities: Student Accessibility Services, Accessibility Committee, Technology Committee, Administrative Services* *Support entities: Distance Education Committee, Professional Development Committee, Instructional Policy & Curriculum Committee, Student Development & Activities, Academic Affairs, Student Affairs.*

PRIORITY 4: **Improving Campus Culture**

GOALS	ACTION ITEM	RESPONSIBLE ENTITIES
Increase capacity of SJCC's Professional Development Program to enhance the College's DEIAA efforts.	1. *Design and deliver professional development opportunities for SJCC classified professionals centered on DEIAA, Caring Campus Training, and Equity Certification.*	*Professional Development Committee, The Office of Academic Success and Student Equity*
—	2. *Design and deliver professional development opportunities for SJCC faculty centered on DEIAA, cultural curriculum audit and faculty inquiry and research in equity.*	—
Enhance awareness of and access to SJCC DEIAA celebration and learning events.		*Diversity Advisory Committee, Student Equity and Achievement Program Committee, Student Development & Activities, Academic Affairs, Student Affairs*
—	3. *Design and deliver professional development opportunities for SJCC administrators centered on DEIAA and Leadership.*	—
Improve sense of belonging for SJCC employees and students who are LGBTQ.		*SafeZone Committee, Student Development & Activities, Diversity Advisory Committee, Student Equity and Achievement Program Committee, Associated Student Government*
	—	
	1. *Establish an SJCC Campus Calendar to centralize the coordination and scheduling of all SJCC DEIAA celebration and learning events.*	
	2. *Secure dedicated annual funding allocations for SJCC DEIAA celebration and learning events.*	
	—	
	Leverage the Campus Pride Index results to inform the development of an SJCC LGBTQ Campus Climate Plan.	