

Educational Master Plan Goal (EMP) 2.9 Workgroup Informational Session

Presentation to the Equity and Antiracism Planning Council
January 23, 2024



Information Mapping:

(Since the September PBC presentation, the content has stayed the same however delivery has been updated to reflect the feedback received.)

WHY are we interested in responding to bias

WHAT has been done so far

WHO is on the inquiry team

HOW could we address bias

HOW does EAPC want to move from here



WHY has our college been thinking about bias education + response?

For years, our Cañada students have come to us as their advisors, teachers, mentors, and administrators and asked us what the process is when a bias incident happens on campus.



Unless this incident aligned with Title IX, Cares, or Conduct – there was no formal process. There was, and remains, a lot of confusion.

Our Cañada community is experiencing high rates* of bias and asked for accountability and support.**

*On average, **over 80% of our BIPOC and Queer community are experiencing bias** incidents on our campus.



**ASE Campus Climate Survey's recommendation #5 and #6 both call for Racial/Cultural Bias Incident Accountability and Bias Reporting.

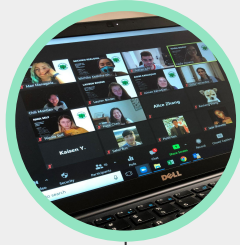


Why have a bias education and response system?

- Create educational opportunities to raise awareness about bias
- Provide resources to heal after bias occurs
- Affect larger systemic change to reduce bias incidents from occurring again
 - If we're dealing with incidents of bias in silos across campus and not connecting, how can we make systemic change?
 - We must document trends to sense make and see the big picture.

How did we get here?

(Before this was on the Educational Master Plan Goal)



Student Senate Initiative

August 27, 2020

Student Senate makes Bias Response inquiry a top Senate initiative.

Students start research with Michiko and Max, meeting every other week.



Black Student Union Demands

October 22, 2020

The Black Student Union comes to Student Senate demanding a college-wide transparent system for reporting bias and microaggressions.



Student Senate Proposal

April 2021

After a year of research, and training sessions with Director Mwanaisha Sims, on bias incidents and the law, the Student Senate proposes a bias response mission and website, the President approves.

How did we get here?

Student Senate's Proposed Mission

Cañada College is committed to creating a safe and supportive environment by **identifying concerns, assessing campus community impact, engaging subject matter experts and community patterns, and responding appropriately.**



How did we get here?

Student Senate's Proposal

At Cañada College, we believe in creating an inclusive, welcoming, and safe experience for all students, faculty, and staff—where everyone has support to understand their rights, and the process of reporting discriminatory incidences is clear and accessible. We believe everybody has a right to know the process, should an incident happen, while understanding their choices and right to report.

What Are The Policies?

What Are My Resolution Options?

What Resources Are Available to Me?

I Need to File a Report

What does it mean to be a mandated reporter?

Do You Have a Question or Need Support?

Students noted that if something happened they had no idea where to go or what to do.

Some students even noted if they did go to a trusted professor or advisor, that person wasn't sure what to do.

Students wanted a transparent and accessible way to find support.

Becoming an EMP Goal Team



ASE Recommendations
2021

EMP Is Created in
August 2022

Workgroup Forms:
Deep Dive
Operational Research
August 2022 - Present

- Who's been on the EMP team since 2022?

- Arya, Dave E., Lezlee, Manuel, Max, Michiko, Mwanaisha, Phil R., Roz
- EMP Workgroup is open to the campus

- EMP 2.9 Team: Content Expertise

- Title IX and Title IV education, law, response and support
- Experience in crisis support and behavioral intervention
- Past and current Chief Diversity Officer experiences
- Experience with classroom and classified experiences
- Research in bias response and free speech

What has happened since becoming an EMP?



**EMP Is Created in
August 2022**

**Workgroup Forms:
Deep Dive
Operational Research
August 2022 - Present**

What's been done so far?

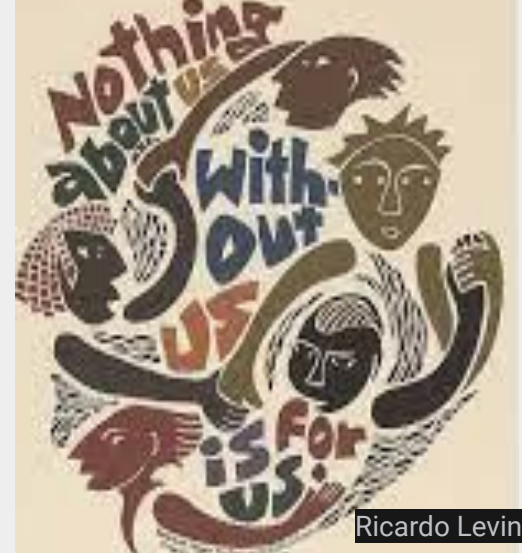
- Meet about what we want to explore / existing literature
- Meet about what is legally possible
- Meet with Advocate software employees to ask questions on a type of tracking accountability system
- Meet with California Community College partners from Mira Costa College on how they practice bias education/BEST teams
- Use what we learned to create a process map for bias incidents
- Meet with District Ombuds
- Present updates on progress to PBC on September 20, 2023
- Unpack leadership retreat notes, Umoja demands, district ombuds changes, and EAPC responses and discuss how to use these
- Reach out to colleagues centering Indigenous praxis in bias response
- Today - EAPC presentation on progress!

In Our Research: We know it takes a village

- Instead of just one person handling all biased incidents in their own lens, our research says a team with many lenses can lead to better support

(Miller, et al., 2018, p. 28)

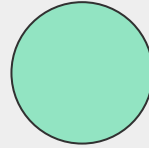
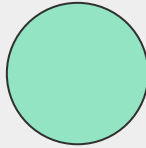
(Interviews with CA Community Colleges with a BEST Team)



Ricardo Levins Morales

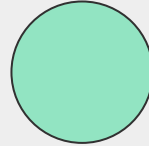
Who is usually on the response team?

**Vice President of
Student Services**



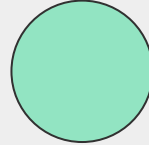
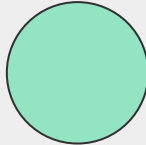
**Staff
Representative**

Title IX Coordinator



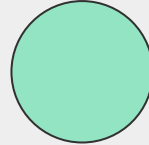
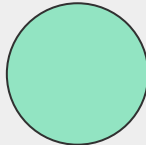
**Student
Representative**

**Faculty
Representative**

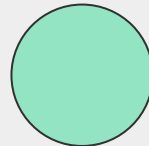


Public Safety Captain

**Director of
Community Relations
and Marketing**



Director of Equity



**Depending on type of
incident: Learning/Support
Community (Umoja, Puente,
ARC, Brave Spaces, UCC,
etc.)**

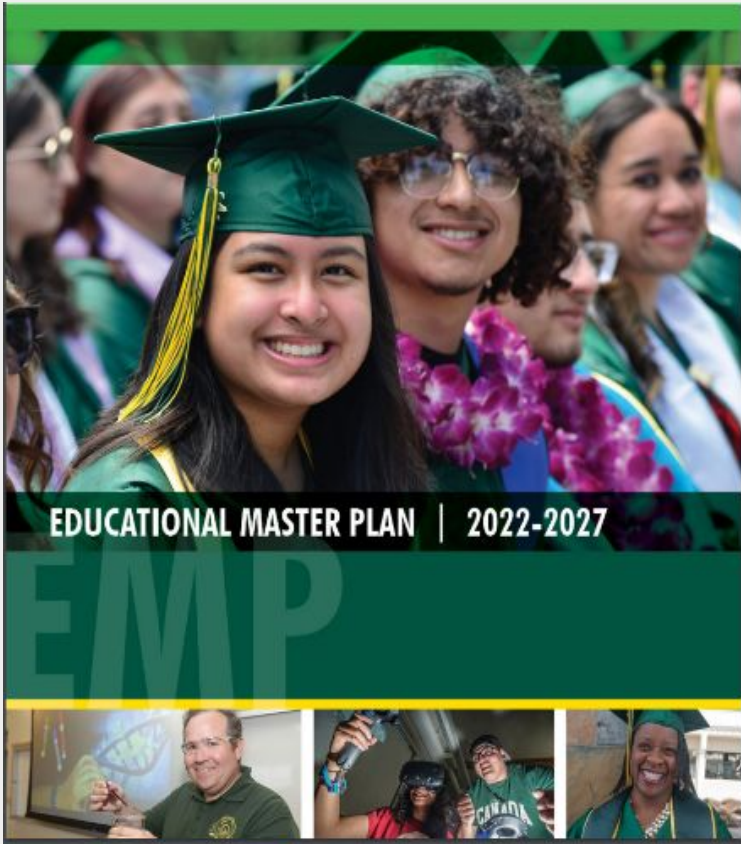
(Miller, et al., 2018, p. 28)

(Interviews with CA Community Colleges with a BEST Team)

Critical Questions in moving forward:

- What happens when staff or faculty are involved?
- How are we defining bias?
- How are we collecting data while maintaining process?






This Academic Year

EMP 2.9 is a “Top 4” Goal for the College in 2023

“Implement a campus-wide bias incident reporting system with safeguards for victims and transparent methods for addressing all reports effectively. Ensure that privacy-protected data on incidents are disseminated for analysis, policy improvements, and prevention.”

Is EMP 2.9 something we'd still like to pursue? If not, why? If yes, why?

Do we want to move this EMP workgroup to become an EAPC task force for inquiry?



Would you like to commit to be a part of the inquiry?

Let me know if you'd like to join the EMP Workgroup who is putting together the proposal.

If interested, please contact kealoham@smccd.edu

Cañada Collaborates

This website is organized to help Cañada College students, faculty, staff and administrators collaborate effectively as they strive to achieve our [College Mission](#) and ensure success for all of our diverse students.

What are our strategic initiatives for 2023-24 and beyond?

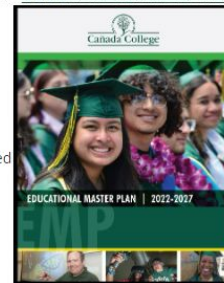
Each year, student, faculty, staff and administrator leaders at Cañada College identify the specific actions we will take during the coming academic year to operationalize the strategic initiatives laid out in our Educational Master Plan (EMP) and our Strategic Enrollment Management Plan (SEM). In 2022-23, the College will launch the implementation of our [new Educational Master Plan for 2022-2027](#).

Leadership Retreat

As part of the College's [annual planning cycle](#), campus leaders convened for a Leadership Retreat on August 10, 2023 to discuss how to operationalize and implement the strategies contained in the new Educational Master Plan during the coming academic year. Information from [prior Leadership Retreats](#) can be found [here](#). The Planning and Budgeting Council adopted a new Annual Plan based on the Leadership Retreat recommendations on September 20, 2023.

Working on our strategic priorities in 2023-2024

During the 2023-24 academic year, four work groups will tackle nearly a dozen of our EMP initiatives as laid out in [the College's 2023-24 Annual Plan](#) for EMP implementation. Each of these work groups is open to all faculty, staff, and students. For more information or to get involved, please contact the leads below:



Annual EMP Priority Project	Project Lead(s)	Meeting Information and/or Materials
Priority #1: Create and sustain an inclusive, antiracist, and equity-minded campus culture		
EMP 2.8 Provide regular, accessible, planned and intentional professional development opportunities (including implicit bias and antiracism training every two years) to all employees that sustains their personal growth and professional development over the course of employees' careers.	Anniqua Rana , Interim Dean of ASLT	All information about this Work Group is posted here .
EMP 2.9 Implement a campus-wide bias incident reporting system with safeguards for victims and transparent methods for addressing all reports effectively.	Dr. Kealoha , Director of Equity; Dean Hartman , Counseling; and Mwanaisha Sims and Dr. O'KenZoe Selassie-Okpe (District)	Materials: BEST PBC Presentation on September 20, 2023 Meetings occur on an as needed basis; meeting times are contingent on the committee's schedule. To be added to the calendar invite, please email Dr. Kealoha .

Questions?



References

- LePeau, L. A., Snipes, J. T., Morgan, D., & Zimmerman, H. (2018). Campus educators deploying cultural and social capital: Critically examining a bias response team. *Journal of College Student Development*, 59(6), 681–697. <https://doi.org/10.1353/csd.2018.0065>
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