

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT**



Resolution No. 20/21-22, Affirming the North Orange County Community College District's Commitment to Diversity, Equity, Inclusion, and Anti-Racism

WHEREAS, the North Orange County Community College District's Mission Statement asserts that the District is a welcoming and inclusive equity-minded, anti-racist learning environment where diverse students are supported to pursue and attain student success. The District provides solutions to challenges, utilizes the latest techniques for preparing the workforce, and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment; and

WHEREAS, the diverse student population of the North Orange County Community College District is one of its greatest assets and closely reflects the diverse population of California, where nearly 46% of its students are Latinx, 16% are White, 19% are Asian American Pacific Islander, and 3% are Black; and

WHEREAS, diversity enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking; and helps people learn to communicate effectively with others of varied backgrounds; and

WHEREAS, diversity strengthens communities; prepares students to become globally responsible citizens in an increasingly complex, global society; fosters mutual respect and teamwork; helps build communities whose members are judged by the quality of their character and contributions; enhances the nation's and the state's economic competitiveness because it brings together individuals from varied and different backgrounds and cultures into the workplace; and

WHEREAS, there are significant equity gaps in completion rates among student populations, and the Vision for Success calls on the system to integrate equity throughout all efforts to increase student success and to eliminate those equity gaps by the year 2026-27; and

WHEREAS, the North Orange County Community College District has adopted local Vision for Success goals centered on improving students success, including increasing degree and certificate attainment, closing achievement gaps, increasing transfers to four-year institutions, and securing gainful employment; and

WHEREAS, faculty and staff diversity is a driver for the educational achievement and the social mobility of students; documented by established peer reviewed literature that affirms that students who benefit from a racial and ethnic diverse faculty are better prepared for leadership, citizenship, and professional competitiveness; and

WHEREAS, recognizing the importance of faculty and staff as key drivers of student success, the Board of Governors of the California Community Colleges has adopted the Diversity, Equity and Inclusion Integration Plan, consisting of 68 hiring, recruitment and retention strategies to address the lack of diversity among full-time and part time faculty, classified

staff and educational administrators. The Board of Governors also adopted title 5 regulation changes acknowledging that racism, discrimination, and biases exist and the goal is to eradicate them from our system and embrace diversity; and

WHEREAS, the North Orange County Community College District is a public California Community College District, and accepts the responsibility to address the needs of the diverse institutions and populations within its service area; and

WHEREAS, the North Orange County Community College District has taken the following actions to support diversity, equity, inclusion, and anti-racism at our campuses:

- Passed Board Policies and resolutions in support of DEIA
- Provide annual updates to the Board of Trustees on hiring trends
- Established an Office of Diversity and Compliance to promote DEIA and ensure EEO compliance
- Instituted the DEI Faculty Fellows
- Prepared a Districtwide EEO Plan based on local data
- Provided districtwide and campus professional development including national and local leaders as speakers
- Promoted curricular changes to support DEIA through the Curriculum Transformation Seminar
- Enhanced the hiring process for all employees to include DEIA assessments through training, toolkits, and department specific data
- Included DEIA as a component of the new Educational and Facilities Master Plan
- Promoted broad dialogue at the District and campus levels to address DEIA issues and to make plans
- Revised the management evaluation process to include a DEIA competency area

NOW, THEREFORE, BE IT RESOLVED, that we, the North Orange County Community College District Board of Trustees, hereby reaffirm strongly our support for diversity in faculty and staff hiring; diversity among faculty, students, staff, and programs; and expect everyone in the District community, through their roles and responsibilities, to implement the District's diversity initiatives and maintain a climate of respect, civility, anti-racism, and inclusion as part of the institution's commitment to educational excellence; and

BE IT FURTHER RESOLVED, that the North Orange County Community College District Board of Trustees will support and implement the recommendations from the California Community Colleges Chancellor's Office Vision for Success Diversity, Equity and Inclusion Task Force Report dated April 24, 2020, and biannually participate in implicit bias and cultural competency training; and

BE IT FURTHER RESOLVED, the North Orange County Community College District Board of Trustees shall publicly review on an annual basis the District's compliance with the California Education Code Equal Employment Opportunity standards and Chancellor's Office Certification Form that incorporates multiple methods to address diversity, including, but not limited to, board policies and adopted resolutions; incentives for hard-to-hire areas/disciplines; focused outreach and publications; procedures for addressing diversity throughout hiring steps and levels; consistent and ongoing training for hiring committees; professional development focused on diversity; diversity incorporated into criteria for

employee evaluation and tenure review; grow-your-own programs; an analysis of why staff leave the District; and the make-up of hiring committees.

PASSED AND ADOPTED by the Governing Board of the North Orange Community College District, this 25th day of May 2021, by the following vote:

AYES: Ryan Bent, Stephen T. Blount, Jeffrey P. Brown, Barbara Dunsheath, Ed Lopez, Jacqueline Rodarte, Evangelina Rosales, Student Trustee Ester Plavdjian, and Student Trustee Chloe Reyes

NOES: None

ABSENT: None

ABSTAINING: None



Barbara Dunsheath
Board President