



MOORPARK COLLEGE

**Racial Equity, Inclusion and Excellence
A Work in Progress**



Chancellor Oakley's Call for Action

- System wide review of law enforcement and first responders training and curriculum.
- Campus leaders must host open dialogue and address campus climate.
- Audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.
- District Boards review and update equity plans with urgency.
- Shorten the timeframe for full implementation of the Diversity, Equity, Inclusion Integration Plan.
- Join and engage in the Vision Resource Center "Community Colleges for Change".



Equity at Moorpark College before George Floyd, Breonna Taylor and Ahmaud Arbery

- Diversity Celebrations: Multicultural Day, Black History Month, Women's History Month
- Community Outreach: Events and speakers from the college
- Addressing Equity Gaps: Institutional Effectiveness and Mission
- Planning: Student Equity and Achievement Plan, Educational Master Plan, Strategic Plan, Enrollment Management Plan
- Professional Development: Internal and External
 - Teaching Men and Women of Color Advocates
 - Equity in the Classroom Project
 - FLEX and Guest Speakers: Luke Wood and Frank Harries, Kimberly Papillion, Shaun Harper, Estella Bensimon
 - Conferences: A2MEND, HACU, JSPAC, AACC, Student Success etc.
 - USC Race and Ethnicity Center Equity Leadership Alliance



Equity at Moorpark College after George Floyd, Breonna Taylor and Ahmaud Arbery



- Guiding Principles
- Social Justice and Anti-Racism Focus
- Transformation to combat systemic practices that lead to inequity: self-reflection
- Global versus campus specific focus.
- Campus Climate: Student experiences and inclusive workspace
- Allies and Allyship

Social Justice Workgroups



- Diversifying the Curriculum to Include the History and Culture of Black, Indigenous, LatinX, Asian and LGBTQ
- Diversifying the Hiring of Staff, Faculty and Managers
- Leadership on Racial Issues and Facilitating Social Justice through Civic Engagement
- Providing Culturally Responsive Social Services such as Counseling, Tutoring, and Mental Health

Moorpark College's social justice work is informed by the Ventura County Community College District's Board of Trustees Resolution on Diversity, Equity and Inclusion and responds to the California Community College Chancellor's Call for Action.

Social Justice Workgroups have the following goals for Spring 2021:

- Develop resources to support culturally responsive student services
- Enhance student feedback channels to hear student voices and promote civic engagement
- Develop culturally responsive curriculum that is inclusive and anti-racist
- Continue to review current practices, policies and procedures related to hiring; identify best practices, conduct a gap analysis and then make recommendations related to hiring



Leadership Matters

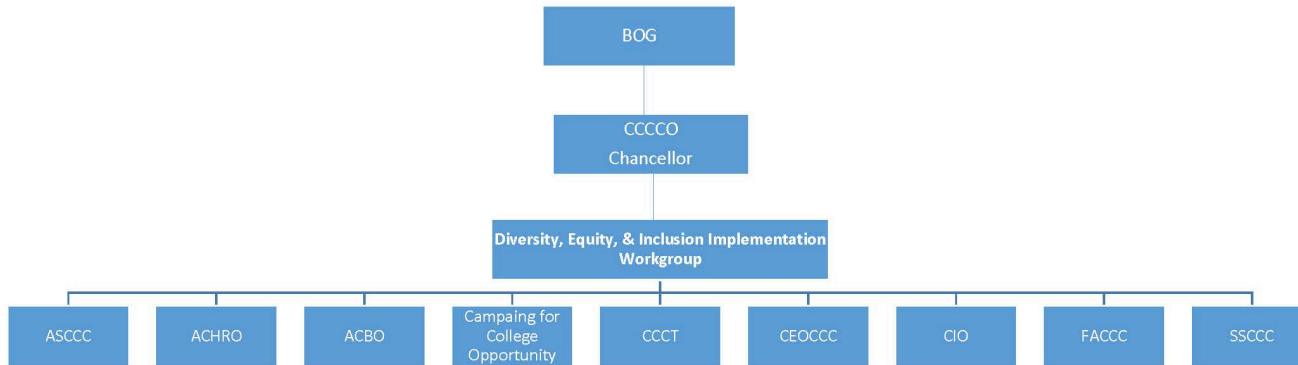
- Everyone is a leader and invited to participate in the social justice work
- Courageous Leadership required
- Difficult conversations: Be comfortable with being uncomfortable





- CEO Racial Equity and Inclusive Excellence Task Force
- Subgroup of DEI Workgroup
- 20 CEOs from across the system

Diversity, Equity, & Inclusion Implementation Flow Chart





MOORPARK COLLEGE

THANK YOU

• *Questions?* •