

# **Academic Senate Diversity, Equity and Inclusion Committee**

December 2020

## **Mission:**

The Academic Senate Diversity, Equity and Inclusion (DEI) Committee will involve students, alumni, faculty and staff, as well as external communities, in the development of recommendations to the Academic Senate regarding robust research, symposia, lectures, and curricular expansion on issues of diversity, equity, and inclusion in all disciplines.

Diversity includes gender, age, ethnicity and race, and internationalism. It also includes geographic origins such as urbanism and ruralism; socioeconomic background; first generation in college; reentry students, non-traditional students, sexual orientation, gender identity; religious beliefs; and political points of view.

## **Duties:**

### **1. Student Success**

- a. Make recommendations to the Academic Senate on how funds from the Student Equity and Achievement Committee can be prioritized to meet the mission and goals of this committee.
- b. Review and make recommendations to the Academic Senate on changes to existing methods for reporting student complaints pertaining to curriculum
- c. Review and make recommendations to the Academic Senate on changes to pre-existing programs pertaining to diversity, inclusion, equity and curriculum.

### **2. Educational Innovation**

- a. Advocate and collaborate with the Academic Senate Curriculum and Instruction Committee (C&I) for actionable measures taken for the decolonization of curriculum and classrooms across disciplines at GCC.
- b. Make recommendations to the Academic Senate for revised evaluation criteria of faculty for the purpose of decolonizing the institution to be presented to the Guild and District for changes, as appropriate, in the Collective Bargaining Agreement.
- c. Develop recommendations for the Academic Senate regarding a diversity and inclusion self-assessment for faculty to reflect on their own teaching practices.
- d. Make recommendations to the Academic Senate regarding professional development for faculty on diversity, equity and inclusion as well as discipline-specific workshops for the development of inclusive and decolonized curriculum.

- e. Make recommendations to the Academic Senate for events that are funded to support equity and innovation within Academia (such as):
  - i. Annual conference/symposium on IPOC Scholarship and curriculum development
  - ii. High caliber guest speakers with curriculum pairing and ancillary programming for students, faculty and staff college-wide.
  - iii. Incoming student book program
  - iv. Alternative programs for student scholarship domestically and abroad via conferences, workshops and residencies.

### **3. Strategic Infrastructure**

- a. Review hiring procedures - recruitment, intake process, retention, and make recommendations to the Academic Senate for improvement to be presented to appropriate college governance committees.
- b. Review and make recommendations to the Academic Senate on existing programs aimed at diversity, inclusion and equity
- c. Develop a rubric/metric to measure and maintain institutional change to assist the Academic Senate in evaluating progress and in proposing recommendations for action within the college governance processes.
- d. Assess the value, and Develop if appropriate, a procedure to recommend to the Academic Senate to receive complaints related to discriminatory actions in the classroom and what's being taught
- e. Review and make recommendations to the Academic Senate on existing educational programs pertaining to diversity, inclusion, equity and curriculum

#### **Composition:**

- Faculty reps from each division
- Cultural Diversity Coordinator
- Student Representatives from each Learning Community
- AS representative
- 2 representatives from student clubs (to be advertised by AS during IOC meetings)
- Library representative

#### **Support:**

The work of the committee will be supported by the Diversity, Equity and Inclusion Faculty Chair, a 40% faculty release time position whose assignment objectives, Description, supervision, tasks, and qualifications are outlined in the RT/EP Assignment Description approved by the College Executive Committee Dec. 8, 2020.