

Proposed Improvement Plan from NACCC Results:

Professional Development:

- Offer professional development to all employees (including student workers) on inclusiveness and equity-mindedness (teaching/student support services/environments/etc.).
- Offer professional development to faculty, tutors, SI leaders, mentors, and instructional support staff on Culturally Responsive Teaching and Learning (CRTL) practices.
- Offer professional development to all employees (including student workers) on understanding the effects of racial violence and microaggressions on students. Teach skills such as bystander intervention to all employees (including student workers) to empower them to confront and address when those incidents occur.
- College leadership should lead by example, participating in professional development related to inclusivity and equity-mindedness, revising policies and procedures within their purview to reflect these new ways of operating. College leadership will model and inspire all college constituencies as they undertake professional development and revision of their practices.

SEA Committee:

- Conduct audit of public spaces (hallways, rooms, labs, etc.) to ensure that inclusive and affirming images and messaging surround students.
- Determine which academic programs at GCC have been successful at advancing minoritized students so that we can consider college-wide adoption, where appropriate. Practice engaging in cross-departmental conversations about racial equity and incentivize and support employees at all levels for engaging in the work.
- Review GCC policies and resource allocations to see if they reflect equity goals.
- Identify existing programs that promote racial equity on campus. Identify gaps and shortcomings that undermine achieving racial equity. What new efforts can be done to work together?
- Be aware that equity initiatives at GCC should focus on eliminating conditions that harm minoritized students and students from minoritized communities and not on “fixing” these students.

College Executive Committee:

- Practice race-conscious leadership that is conscious of intersectional identities (engaging in authentic conversations and collaborations with people of color and developing an accurate understanding of the realities of race on campus).
- Practice and prepare for responsible race-conscious crisis scenario response.
- Create an Office of Ombudsperson.

Mental Health Services:

- Form a subcommittee on racial stress composed of mental health and counseling professionals.
- Prepare to support students who have already experienced racial battle fatigue and other microaggressions when they first arrive to GCC.
- Offer workshops to raise awareness among faculty and staff about how to identify stress, racial battle fatigue, microaggressions, and campus resources to address these issues.
- Supporting the recommendations of the Student Basic Needs Task Force, increase mental health counseling access; explore county partnerships including social work interns.

Multicultural and Community Engagement Center:

- Create intentional, facilitated opportunities for cross-racial engagement at GCC, including, for example, hosting inter and intragroup dialogues with skilled facilitators where privilege and marginality are discussed.

Faculty/Divisions/Departments:

- Conduct regular co-curricular engagement of texts and activities to center issues of race and racism.
- Conduct departmental review of classroom materials to see whose voices and experiences are centered and whose are missing.
- Provide opportunities for students to learn about their own and other racial groups.
- Assess and determine if particular groups dominate classroom environments and whether other groups are excluded from being allowed to take part in the construction of college identity.

Student Services

- Assess and determine if particular groups dominate the campus environments and whether other groups are excluded from being allowed to take part in the construction of college identity.
- Communicate the message that words and actions have impact regardless of intent.