



Diversity, Equity, & Inclusion Task Force Update #1- July 2020

We have taken a powerful step forward to engage in a process to evaluate on a large scale where inequality may reside within the community we work to sustain together. The impetus for this work came out of a resolution passed on June 16, 2020, by the Citrus College Board of Trustees. The charge required the formation of a body to make physical our intentions toward cultivating a fairer and more just community for students and employees at Citrus College.

Within a week of that momentous vote we found ourselves, a group of roughly 30 community members from across the college, taking our first strides toward understanding the task ahead. As of now, the task force, which is a stand-alone, non-permanent group, will be meeting monthly over the course of the coming academic year to:

1. Learn together to develop a common vocabulary,
2. Review and conduct an assessment of the policies, procedures, and practices of the college as a whole to determine where equity gaps lie, and
3. Connect with the larger community to question the themes we find and to solicit feedback around areas that we may have overlooked.

This will not be a quick process. Our goal is to evaluate the institution, the framework that may both support and hinder student success, as well as the working environment for college employees. To that end, our first meeting included introductions and having a general look at the broadest picture: what do we see on the surface? The results of this first inquiry were intended to help the co-leads sort out where to start and what might be needed to help the group with the work to come. Therefore, we have engaged facilitators to attend the next meeting on July 24, 2020, to assist us with some training and group norming before we sort the task force into groups to begin reviewing college guiding documents, data and practices across all areas.

That is the ultimate goal of this task force: to identify and resolve areas of inequity and exclusion for students, faculty and staff, and hopefully welcome them into a place that sees and hears their needs in a more responsive way. That work will take time and will require all of us to listen, learn and help.

Martha A. McDonald
Vice President of Student
Services

Dana Hester
Dean, Social and Behavioral
Sciences

Nickawanna Shaw
Faculty, Kinesiology