



**eMEMO**

Office of the Superintendent / President  
Geraldine M. Perri, Ph.D.

CITRUS COMMUNITY COLLEGE DISTRICT 1000 W. Foothill Blvd., Glendora, CA 91741-1899

DATE: June 26, 2020

TO: Citrus College Colleagues

FROM: Geraldine M. Perri, Ph.D., Superintendent/President

RE: ***Citrus College Diversity, Equity and Inclusion Update***

I hope you have all had a great first week of summer session. I am writing to update you on progress made in the areas of diversity, equity and inclusion since my June 15, 2020 memo. The Board of Trustees and I are committed to addressing the issues raised at the college's Conversation and Call to Action forums and to advancing Citrus College's actions and plans to address anti-racism. At the June 16, 2020 meeting of the Board of Trustees, the board passed a [resolution](#) that affirms the college's commitment to take action against structural racism.

A Citrus College Diversity, Equity and Inclusion (DEI) Task Force has been formed with the purpose to understand how we, as an institution, can actively influence the social change needed to make an impactful difference in eliminating structural racism while also promoting diversity, equity and inclusion. This task force will be led by three co-leads, and I am pleased to announce that a faculty co-lead was selected after an open invitation was sent to all full-time faculty to apply for this opportunity.

**Please join me in welcoming Ms. Nickawanna Shaw to the position of faculty co-lead for the Diversity, Equity and Inclusion Task Force.** I am confident that Ms. Shaw will be effective in co-leading and supporting the efforts of the DEI Task Force. Her academic preparation coupled with her professional experiences make her uniquely qualified to serve as our faculty co-lead.

Ms. Shaw has served as a faculty member in the Kinesiology and Athletics division since 2006 and has a wealth of experience in teaching, curriculum design and online education. In addition to her rich academic background, she has a wide variety of professional leadership experiences. She has recently served as the college's academic senate president from 2018-2020. Additionally, she has served as senate president in 2011-2012; academic senate state delegate in 2006-2015, 2017; curriculum chair from 2013-2015, accreditation standard 1A co-chair, and as an ACCJC external peer reviewer.

Prior to her position at Citrus College, Ms. Shaw worked in student affairs at the University of California, Irvine, and Columbia University in New York City, where she was responsible for, among other things, developing and facilitating diversity and equity education that was embedded in undergraduate living-learning communities. Ms. Shaw continues to engage in training around issues of multi-cultural counseling, equity and inclusivity as it relates to student-centered practices.

Ms. Shaw joined Dr. McDonald and Dr. Hester in co-leading a productive first meeting of the DEI Task Force earlier today. Additional information on the DEI Task Force's progress will be shared with you by the task force co-leads under separate cover. In the meantime, I encourage you to visit the college's DEI webpage at [www.citruscollege.edu/dei](http://www.citruscollege.edu/dei).

Once again, please join me in welcoming Ms. Nickawanna Shaw as our DEI Task Force faculty co-lead.