



TO: Chief Executive Officers
Chief Instructional Officers
Chief Student Services Officers
Academic Senate Presidents
Curriculum Committee Chairs

FROM: Aisha Lowe, Vice Chancellor, Educational Services and Support
Dolores Davison, President, Academic Senate for California Community Colleges
Angelica Campos, President, Student Senate for California Community Colleges
Don Miller, President, California Community Colleges Chief Instructional Officers

RE: Diversity, Equity, and Inclusion in Curriculum: Model Principles and Practices

Effective implementation of diversity, equity and inclusion (DEI) into curriculum supports the systemwide goals of closing equity gaps and increasing student outcomes. As we continue to work towards the fulfillment of the *Vision for Success* and the *DEI Call to Action*, cultural awareness and support for every student in the California Community Colleges is essential. It is important that colleges continue to develop and build upon innovative approaches to curricular design and program creation with a focus on diversifying curriculum and eliminating pedagogical equity gaps. Ensuring that our disproportionately impacted students see themselves reflected in curriculum increases their sense of belonging and positively impacts their ability to complete their degree, credential, or certificate.

The purpose of this memorandum is to provide background information and guidance to the California Community Colleges about how to implement diversity, equity, and inclusion into curriculum, teaching, and learning practices. The *DEI in Curriculum: Model Principles and Practices* framework enclosed provides detailed descriptions about how to effectively interpret and apply DEI principles at both systemwide and local levels. The chart is not exhaustive and is not intended to be a mandate, but rather a model and tool of transformative principles to frame curriculum development and classroom practices at local levels. This memo also includes a timeline to show the anticipated process of professional learning and support for local colleges.

California Community Colleges Curriculum Committee DEI Framework

The California Community Colleges Curriculum Committee (5C) in 2020 created a set of recommended priorities that focused on championing equity-minded curriculum and practices for credit and noncredit instruction. In fall 2021, the committee created a workgroup charged with developing guidance for the field and recommendations on how to support the implementation of culturally relevant and responsive curriculum at local levels. This workgroup, called DEI in Curriculum, created a framework (see attachment) with principles and promising practices for both discipline/teaching faculty, curriculum committees, and local academic senates. The intention of the *DEI in Curriculum: Model Principles and Practices* framework is to focus on

DEI in Curriculum: Model Principles and Practices

June 6, 2022

acknowledging the inequities of historically marginalized racial and ethnic groups (Black, Indigenous, Latinx/a/o, and Asian Pacific Islander).

As colleges design curricula to meet the needs of our diverse student populations, it is recommended that colleges address innovative ways to approach curricular design and the curricular impacts on student success as an opportunity to eliminate equity gaps. The California Community Colleges Curriculum Committee recommends framing dialogue and decision-making for reimagining curriculum through an equity lens using the following three principles:

- Principle 1: Commitment to curricular diversity, culturally responsive content, and anti-racism.
- Principle 2: Commitment to change policies to remove systemic barriers to student success and equity.
- Principle 3: Commitment to building system resiliency.

College faculty, administrators, and staff supporting curriculum development and processes can use the *DEI in Curriculum: Model Principles and Practices* framework to further demonstrate their commitment to DEI by:

- Reviewing local processes involving curriculum to ensure consideration of these DEI principles frame local practices.
- Preparing leaders to facilitate conversations in curriculum committees and local academic senates on implementing DEI practices.
- Providing professional learning opportunities to faculty, staff, administrators, and students on terminology and scholarship noted in the *DEI in Curriculum: Model Principles and Practices* chart and beyond.
- Discussing the intentionality of DEI work as a journey and recursive process.

Implementation Timeline

In fall 2021, the 5C workgroup dedicated to DEI in Curriculum was commissioned to make recommendations for model equity principles in curriculum practices and processes for state and local levels. We would like to thank Michelle Bean, 5C DEI in Curriculum Workgroup Chair, and Stephanie Curry and Kelly Fowler, 5C Co-Chairs, for their work on and support of this framework.

The timeline below delineates the workgroup's progress and anticipated plans for DEI in curriculum work for the upcoming academic year.

Fall 2021	5C DEI in Curriculum workgroup established with cross-constituency group representation (chief instructional officers, faculty, articulation officer, and Chancellor's Office representatives) and created the <i>DEI in Curriculum: Model Principles and Practices</i> framework.
Spring 2022	The following organizations approved the DEI in Curriculum: Model Principles and Practices: <ul style="list-style-type: none">- Academic Senate for California Community Colleges (ASCCC) Executive Board

DEI in Curriculum: Model Principles and Practices

June 6, 2022

	<ul style="list-style-type: none">- ASCCC faculty body at spring 2022 plenary- California Community Colleges Chief Instructional Officers (CCCCIO) Executive Board- Student Senate for California Community Colleges Executive Board- California Community Colleges Chancellor's Office (CCCCO) <p>The chart was presented at the ASCCC spring Curriculum Regionals and spring plenary general session, as well as at the CCCCIO pre-conference professional learning day.</p> <p>The framework with this memo was disseminated to systemwide listservs.</p>
Summer 2022	The chart will be presented at the ASCCC Curriculum Institute.
Fall 2022	<p>The CCCCCO will offer systemwide webinars and professional learning sessions.</p> <p>All stakeholder groups are asked to incorporate the framework into their communications, webinars, trainings and convenings.</p>

Future Considerations

The CCC Curriculum Committee is currently working on updates to title 5 §55002 to provide direction on how to integrate DEI into curriculum through the course outline of record (COR). The Chancellor's Office looks forward to supporting the community college system in implementing DEI principles and practices throughout curriculum and classrooms.

If you have any questions, please contact Dean Dr. Candice E. Brooks via email at cbrooks@CCCCO.edu.

Attachment

1. DEI in Curriculum: Model Practices and Principles Framework

cc: Eloy Ortiz Oakley, Chancellor
Daisy Gonzales, Deputy Chancellor
Marty Alvarado, Executive Vice Chancellor, Educational Services and Support
Rebecca Ruan-O'Shaughnessy, Vice Chancellor, Educational Services and Support
Candice Brooks, Dean, Educational Services and Support
CCCCO Staff