



November 9, 2020

Dear California Community College Family,

Through the *Vision for Success*, the California Community College System has been working diligently to improve outcomes for all of our students. This past year has crystalized and expedited these efforts as institutions across the nation have been challenged to do more to advance diversity, equity, inclusion, and anti-racism work. The California Community Colleges have answered that call and are implementing a comprehensive approach for system-wide change. Despite the fear tactics by the Trump administration, the mission of our system is clear and we must remember that at the core of this work is our commitment to reduce and eliminate racial equity gaps. Our [legal advisory 2020 10-09](#) alerts campuses to persist in the implementation of diversity, equity and inclusion and asserts that “Under the United States Constitution, public education is among the reserved powers of the states, and neither the President nor any other agent of the federal government has power directly to require a state to implement a federal curriculum.” This letter serves to highlight a few of the system-level efforts that have been accomplished to provide our system with tools to continue to make progress, and acknowledges the work of campus leaders that have proactively responded to the Call to Action. I hope these resources will support and inspire all of us to lead this work in our individual roles and local contexts.

On June 5, we released a Call to Action letter where I called for our system to respond to systemic racism by urgently working to: 1) conduct a system-wide review of law enforcement officers and first responder training, 2) host open dialogue and review campus climate, 3) audit classroom climate and create inclusive classrooms and anti-racism curriculum, 4) review and update Equity Plans, 5) shorten the time frame for full implementation of the [Diversity, Equity and Inclusion \(DEI\) Integration Plan](#), and 6) system wide engagement in the Vision Resource Center “Community Colleges for Change.” In the few months since we released the Call to Action, the statewide DEI Implementation Workgroup has made progress by integrating DEI into the organizational structure of statewide associations and collaborating with system partners to implement all 68 recommendations of the Integration Plan. I want to thank the district and college leaders who have acted with urgency. Leaders like those



at the [Compton Community College District](#) and the [San Jose Evergreen Community College District](#) serve as examples of the type of local leadership our colleges need with urgency. I encourage you to visit their websites to learn about their work in response to the Call to Action.

We also continue to make statewide progress with the leadership of the DEI Implementation Workgroup, the Statewide Equal Employment Opportunity and Diversity Advisory Committee, and the Consultation Council. Additionally, the Chancellor's Office asked the Board of Governors (Board) to take action on items that elevate our system's commitment to diversity, equity and inclusion. The Board reaffirmed its strong commitment by adopting the following tools that will help our system make progress in service to our students:

Tool #1 the Diversity, Equity, and Inclusion Regulatory Action to Add Title 5 Sections 51200 and 51201

At their September 2020 meeting, the Board adopted the DEI Statement by incorporating it into the Board's title 5 regulations, to guide the administration of all programs within the California Community Colleges (CCCs). The DEI Statement is the official position of the CCC system on our commitment to embracing and advancing diversity, equity and inclusion. Together, we acknowledge that structural racism exists and that it affects the success and wellbeing of our students and employees. This regulation calls on all of us to do our individual and collective part to build inclusive and anti-racist environments where our students and employees thrive and feel accepted and respected. These significant commitments and efforts have been codified into title 5 regulations and become effective December 6, 2020. Once in effect, these [DEI regulations](#) (§51200 and §51201) will be applicable for all community colleges to adhere to in the administration of all programs under the authority of the Board of Governors. On behalf of the Board of Governors, I encourage all district boards to adopt local DEI statements in alignment with these new regulations. With support from the DEI Implementation Workgroup, the Board will also take further action to ensure that our commitment to DEI positively impacts the lives of students with urgency.



Tool #2 Diversity, Equity, and Inclusion Awareness Month

The Board also adopted a resolution to declare April 2021, and every year thereafter, as [California Community College Diversity, Equity, and Inclusion Awareness Month](#). This resolution is a recommendation found in the DEI Integration Plan. This resolution intends to honor local campus leaders by elevating, validating, and safeguarding their efforts to champion DEI work. The resolution encourages colleges to publicize and celebrate local DEI accomplishments and asks the California State Legislature to do the same. In early 2021, the Chancellor's Office will release a toolkit to help districts and colleges celebrate California Community College Diversity, Equity, and Inclusion Awareness Month in April. The Board of Governors will need your support to elevate courageous leaders locally and at the statewide level.

Tool #3 Diversity, Equity, and Inclusion Glossary of Terms

In order to support the engagement of our community in open dialogue and to raise consciousness and awareness of areas that need to be acted upon, the DEI Implementation Workgroup developed a [DEI Glossary](#). The DEI Glossary was developed in response to the Chancellor's Call to Action and the need to normalize key terms. The DEI Glossary is a tool to advance ongoing work to address systemic racism by helping us facilitate conversations and exchange ideas using a diversity and equity lens. The glossary is not meant to be an exhaustive list of all DEI terminology nor is it a static document. The glossary will be updated annually by the Chancellor's Office. We ask that as you engage in courageous conversations, consider embedding these definitions into your college and district documents, and post your communal language on your website to normalize your common understanding as a community and help new members of your community become equity leaders.

On behalf of our 2.1 million students, I want to encourage our community college family to utilize these resources and tools to promote and support DEI work. As additional tools and resources become available, they will be shared with the system. If you have resources or examples to share with the system, please share them with colleagues on the Vision Resource Center "Community Colleges for Change." Finally, I would like to thank the leadership of the Student Senate for California Community Colleges (SSCCC) for their courageous work on the [SSCCC Anti-Racism Plan: A Student](#)



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ELOY ORTIZ OAKLEY
CHANCELLOR

[Plan of Action](#). I encourage campus leaders to work with and engage your local Student Senate leadership in your campus DEI efforts.

Combined, the actions listed above exhibit a system-wide commitment and call to action to enact policies and procedures that will dismantle systemic racism and advance diversity, equity, and inclusion. Although progress has been made, there is more work ahead to transform our structures, and policies, as well as to secure the additional resources that are needed. This is a decisive moment in history providing us an opportunity to lead in new and innovative ways. I ask that you stay committed and accountable and maintain a learner's humility in this journey to better serve our students.

In solidarity,

A handwritten signature in black ink, appearing to read 'EOO', is enclosed within a thin black rectangular border.

Eloy Ortiz Oakley, Chancellor