



**Campus Town Hall**



# Welcome

**Adrian Afif, ASCC President**

# **Objectives and Format for the Town Hall**

**Dr. Moore**

# Town Hall Agenda

- College Remote Operations
- Meeting Basic Needs
- College-wide Initiatives
- SMCCCD COVID-19 Update
- CCCCO COVID-19 Update
- Federal CARES Act
- Open Forum: Q&A

# College Remote Operations

**Dr. Robinson**

**Dr. Pérez**

# Meeting Basic Needs

**Tykia Warden**  
**Dr. Moore**

# College-wide Initiatives

**Dr. Pérez**

**Dr. Engel**

**Dr. Robinson**



## Anti-Racist Framework

*Draft as of August 30, 2020*

### Definitions

**Racism:** Historically rooted system of power hierarchies based on race—infused in our institutions, policies and culture—that benefit White people and hurt people of color. Racism isn't limited to individual acts of prejudice, either deliberate or accidental. Rather, the most damaging racism is built into systems and institutions that shape our lives. Most coverage of race and racism is not “systemically aware,” meaning that it either focuses on racism at the level of individuals’ speech or actions, individual-level racism, dismisses systemic racism, or refers to racism in the past tense. - - [Race Reporting Guide, Race Forward. The Center for Racial Justice Innovation, 2015](#)

**Antiracist:** One who is supporting an antiracist policy through their actions or expressing an antiracist idea...*To be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness.*

- Ibram X. Kendi, *How to be an Antiracist*

### Commitments

**We are Cañada College - a community of scholars and practitioners. As a collective and as individuals we commit to:**

- ◆ Critically examine our behaviors and college practices for the conscious and unconscious ways in which we contribute to systemic racism;
- ◆ Uplift stories and data about the impact of anti-Blackness, oppression, poverty, and racism in our communities;
- ◆ Re-imagine and build a community of learning and service based in anti-racism, social justice, and liberation.

**We welcome and invite these commitments as essential components of an anti-racist and socially-just community for the students we serve, the community where we work, and the world we live in.**

### Areas of Impact:

- Hiring and Retention of Diverse Employees
- Teaching and Learning with students
- Support Services and Resources
- Structures, Facilities, and Community Space(s)
- College Mission, Vision, Values

### Campus Review & Feedback Process:

- Provide feedback online: <http://bit.ly/ANTIRACISMCAN>
- Attend PBC, IPC, SSPC, Senate and other meetings
- Share feedback with your PBC rep
- PBC to discuss again on September 16 and October 7



# Recommendation

## : Who, When,

## Where

- Ask all **Planning Councils, Senates, and college-wide planning Committees** to apply this Framework to their efforts and report back in various settings (Flex Day, PBC meetings, etc) on their progress
- Set significant portions of **Flex Days** in October, January, and March to do and share out our work applying this Framework this year
- Set time aside in **Division Meetings** for faculty to help collaboratively design and share promising practices on anti-racism in their pedagogy
- **Interest Area Groups** and **Success Teams** apply this Framework

# Recommendation: Anti-Racism Task Force

## **Duration**

- September 2020 – March 2021

## **Scope of Work**

- Ensure Councils, Committees, Senates, and Guided Pathways groups apply this Framework
- Provide expertise and resources to those applying the Framework to their work
- Help organize and lead Flex Day sessions: October, January, March
- Evaluate progress

## **Proposed Membership**

- 2 administrators, 2 faculty, 2 classified staff, 2 students + a possible external Anti-Racism Consultant

# Leadership Retreat

- Discussed an **Anti-Racist Framework**
- Applied it as part of the College's response to the COVID-19 pandemic and to setting priorities and shaping an **operational plan for 2020-21**

August 12 & 13  
2020





17 strategic initiatives

Education Master Plan (EMP)



**Considering  
COVID-19**



2020-21  
Strategic Priorities

### College Goal #1: Student Completion/Success

Develop Clear Pathways

Improve Student Completion

Implement Promise Scholars Program

Expand Cohort Bridge Programs

### College Goal #2: Community Connections

K-12 & Adult School Partnerships

Connect Students with Internships and Mentorships

Create an Alumni Network

Build Relationships with Employers

Enhance Marketing

Hold on-campus events

Partner with 4-year Colleges and Universities

### College Goal #3: Organizational Development

Implement Professional Learning Plan

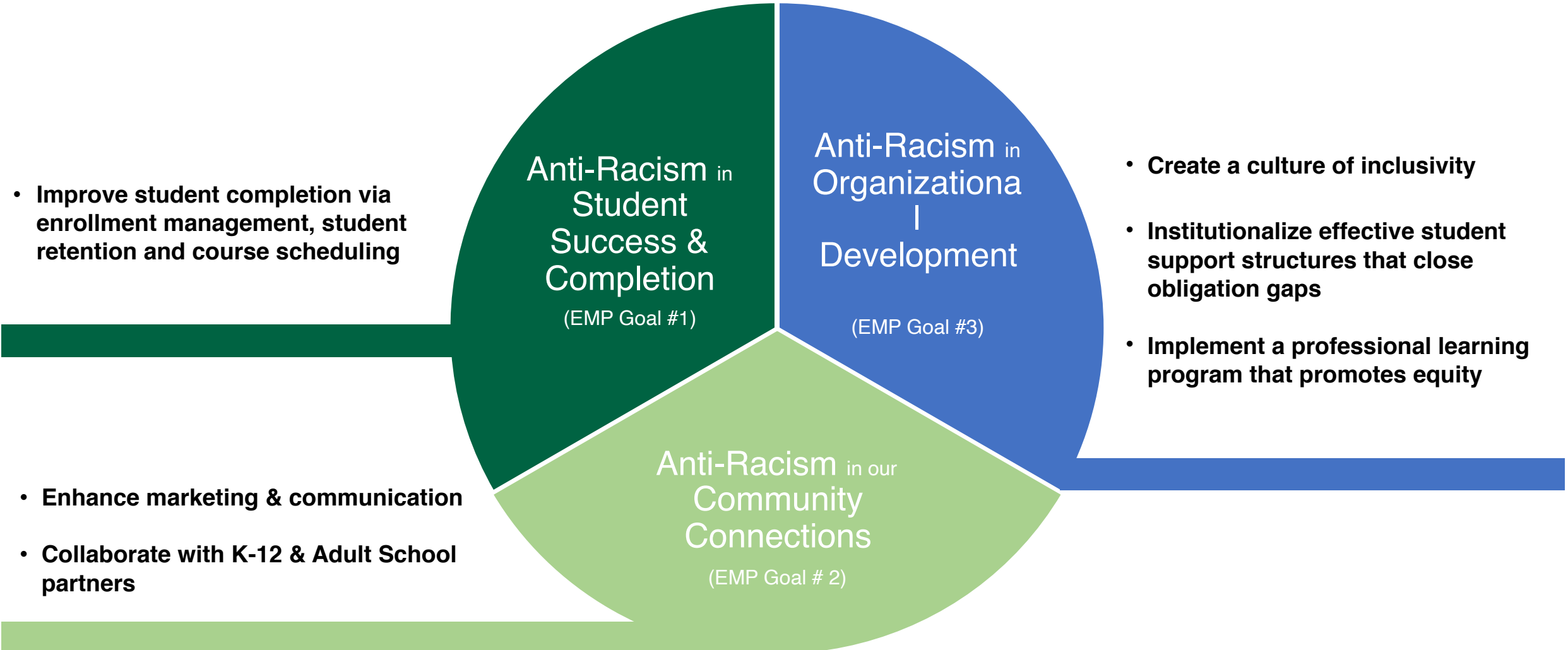
Implement Guided Pathways

Create Process for Innovation

Promote a Climate of Inclusivity

Institutionalize Effective Structures to Reduce Obligation Gaps

Update the Facilities Master Plan



**College Strategic Priorities in 2020-21 with input from Leadership Retreat**



**Improve student completion via enrollment management, student retention and course scheduling**

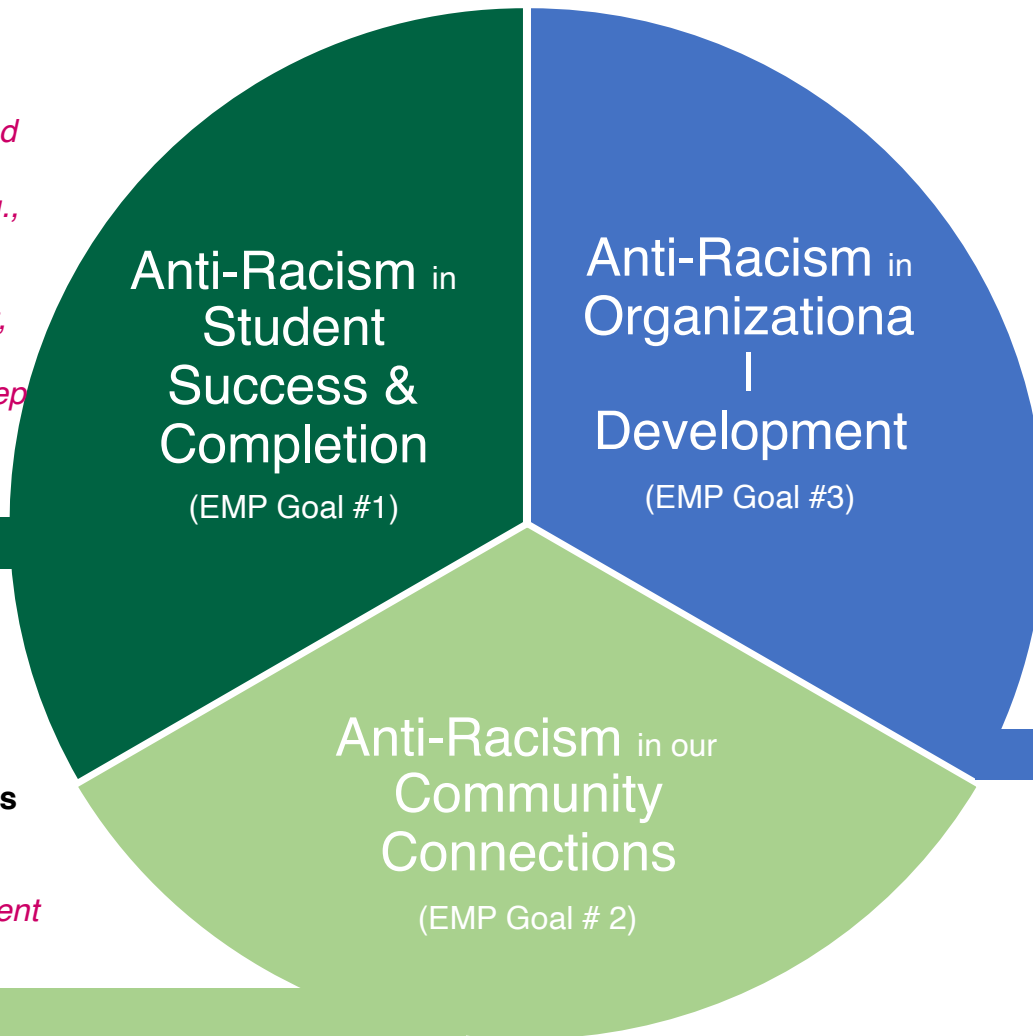
- *Prioritize online student success with an emphasis on interpersonal connections*
- *Integrate Student Success Teams (from Guided Pathways) into online learning environment*
- *Prioritize connecting students to resources (eg., Connection Sections, Canvas modules)*
- *Identify problems students are having EARLY and solve problems collaboratively (Early Alert, address technology challenges)*
- *Communicate frequently with students and keep them engaged with faculty, resources & each other*
- *Provide direct support for students in crisis*

**Enhance marketing & communication**

- *Rely more on the student perspective in all marketing and communications (esp. BIPOC students)*

**Collaborate with K-12 & Adult School partners**

- *Strengthen dual enrollment & early college opportunities*
- *Strengthen communication with and engagement of parents (especially in E. Palo Alto, N. Fair Oaks)*



**Create a culture of inclusivity**

- *Strengthen new employee orientation and support (esp. for Adjuncts)*
- *Organize Critical Conversations on Race*
- *Hold a virtual college hour each week and/or set up “brave spaces” to increase communication*
- *Celebrate actions and anti-racism successes*

**Institutionalize effective student support structures that close obligation gaps**

- *Create and align our new Guided Pathways Success Teams clearly with Puente, EOPS, TRIO, Promise, etc*
- *Build intentional connections between instructional support services and instruction*

**Implement a professional learning program that promotes equity**

- *Provide consistent PD throughout year for online learning with an anti-racist lens*
- *Conduct peer-to-peer (P2P) online course reviews with an anti-racism lens: align course content with effective pedagogical practices to ensure learning and closing of equity gaps*
- *Make time for Collaborative (Re) Design: Time for faculty and staff to co-create on Flex Days, in Division meetings, and in Interest Area Groups*

**New Action Item:**

- *Hiring and retention of diverse employees*

**KEY:**

**Bold:** Top 6 strategic priority from the Cañada College Education Master Plan (EMP)

*Purple Itals:* Details from discussions at Leadership Retreat

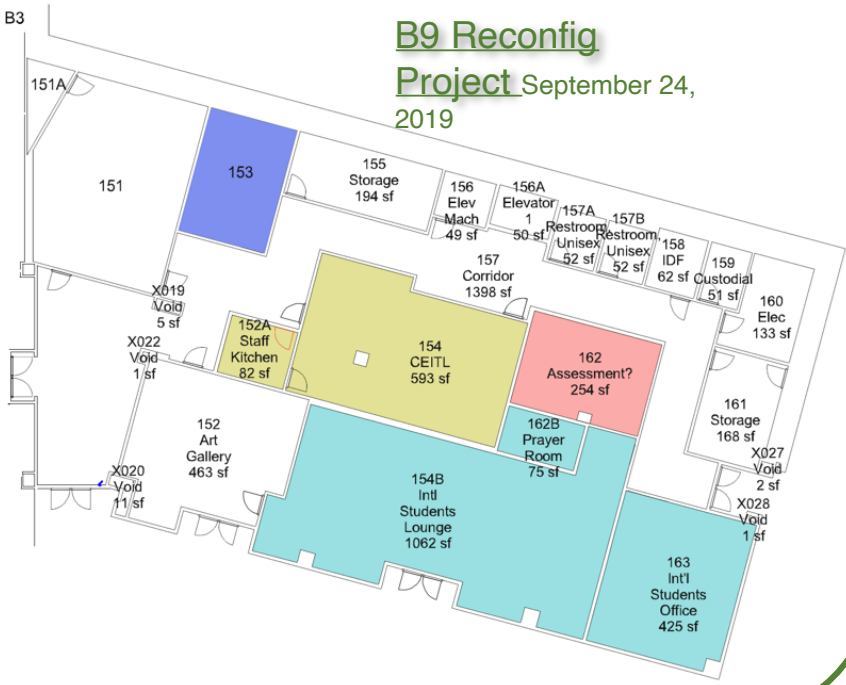


# A Multicultural Center at Cañada



- College of Working Adults Expansion
- International Students from B3
- Reconfigured CEITL
- Relocated Assessment?

**B9 Reconfig**  
**Project** September 24,  
 2019



- Multicultural Center
- International Students

**B9 Reconfig**  
**Project**  
 May 8, 2020




Can CIETL and/or  
 Gallery be used  
 TEMPORARILY for B13  
 Swing?



# **SMCCCD COVID-19 Update**

**Dr. McVean  
Dr. Robinson**



**CCCCO**  
**COVID-19 Policy**  
**Changes**

**Dr. Pérez**



# Federal CARES Act

**Dr. Pérez**



# Open Forum: Q&A



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