

Be on the SIDE of Antiracism - Ventura College Plan Social justice, Inclusion, Diversity, Equity (SIDE)

Draft from Exec Team Retreat on September 18 and Discussion with VC Social Justice Cross-functional Team on September 28

Initiative	Action Steps	Lead	Committee	Completion Timeline
Share with campus the personal president goals	<ul style="list-style-type: none"> • Modify current goal to include more specificity. • Current goal- “Lead efforts to close student equity-achievement gaps, eliminate social injustices, and enhance student success.” • Obtain Chancellor’s agreement with goal change(s) • Goals to be shared with campus during October Captains Chat 	Kim Hoffmans	None	Oct. 2020
Review the VC Mission and Vision	<ul style="list-style-type: none"> • Obtain recommendation from the Academic Senate and Classified Senate for leads to work with Lisa Putnam • Conduct surveys and forums to garner input • Obtain feedback and approval from participatory governance groups (Academic and Classified Senates, ASVC, and CPC) • Make a final recommendation to President for any changes 	Lisa Putnam Academic Senate designee Classified Senate designee	Taskforce	Announce results to campus on All College Day in August 2021
Develop shared understandings and definitions	<ul style="list-style-type: none"> • Support professional development offering related SIDE; including Kendi’s “How to be an Antiracist” readings • Identify and define a common language found during campus-wide discussions, related materials and Kendi’s book • Garner feedback and make recommendation for common language/definitions to participatory governance groups • Make a recommendation to CPC related to definitions and possibly include in our Participatory Governance document as appropriate 	Lynn Wright Kammy Algiers Colleen Coffey Felicia Torres Matthew More	Professional Development Council	End of Spring 2021

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Include specific goals/agenda items for campus governance committees	<ul style="list-style-type: none"> As part of committee chair training, ask participants to review their committee charge and goals to identify and include social justice aspects Initiate changes to Participatory Governance document as appropriate to reflect changes through CPC 	Phillip Briggs and Committee Chairs	Various	Spring 2021
Create a webpage with resources and actions toward accomplishing the above initiatives	<ul style="list-style-type: none"> Resources related to SIDE Collaborate with ASVC and their already well defined Social Justice Webpage 	Lynn Wright PD Council ASVC	Professional Development and ASVC	Spring 2021 and ongoing
Dedicate a space for a Multicultural Center	<ul style="list-style-type: none"> Ask Student Success Committee (SSC) to discuss and make a proposal Facilities request to be vetted by FOG Final recommendation from SSC and FOG to be made to CPC 	Damien Peña/Jennifer Goetz Not sure who the classified and faculty leads are yet	Student Success Committee	Spring 2021
Integrating/requiring ethnic studies in curriculum	<ul style="list-style-type: none"> Curriculum of Ethnic Studies inclusion (Leads are faculty and academic senate/curriculum committee) Create an ethnic studies department to align with AB 1460 in collaboration with the social sciences and Chicax Studies department. Intended Timeline is Spring 2021.) Aligning program maps and curriculum as a whole with equity and social justice values. (leads will be within Guided Pathways and Curriculum) Action to infuse social justice and equity in the classroom 	Jennifer	Curriculum Committee, Academic Senate, and Guided Pathways	Spring 2021
Summarize Student Equity Plan (SEP) content with clear outcomes and timelines	<ul style="list-style-type: none"> Develop a one-page summary of SEP Identify clear outcomes and timeline for achievement 	Damien Peña/Jennifer Goetz	Student Success Committee	Fall 2020

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		Not sure who the classified and faculty leads are yet		
Support efforts to hire diverse employees with analysis of barriers in the hiring process, improved access through targeted marketing to traditionally diverse groups, and onboarding efforts to include these topics.	<ol style="list-style-type: none"> 1. Work with District HR and Consultants to support diversity hiring efforts and to identify and breakdown barriers 2. President and/or designee to visit organizational meeting to all full-time faculty hiring committees to emphasize the importance of diversity of employees 3. Create a question bank of strong diversity questions for hiring committees to select from for VC Hiring Facilitators to utilize. 	Laura Barossa Kim Hoffmans	<ol style="list-style-type: none"> 1. District HR and VC reps 2. President 	Spring 2021
Integrate SIDE into Institutional SLOs	<ol style="list-style-type: none"> 1. COG Workgroup to discuss and make changes to incorporate SIDE into Institutional SLO's 2. Develop timeline to evaluating SIDE ISLO 3. Map courses and programs new SIDE ISLO 	Phillip Briggs	College Outcomes Group	Spring 2021