

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

Revised on 04.09.21

Initiative	Action Steps	Lead	Committee	Completion Timeline	Status
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	Goals were modified. They were shared at Captains Chat, Admin Council, and on President’s web page
Review and Revise 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: Dan Clark Classified Senate designee: Erin Askar	Taskforce	Announce results to campus on All College Day in August 2021	Leads were identified. They are in the process of garnering input from stakeholders. A campus-wide discussion was held on 4/7/2021.
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 	Lynn Wright, Kammy Algiers, Colleen Coffey, Felicia Torres	Professional Development Council	End of Spring 2021	Multiple professional development events occurred (FLEX offerings, Equity Summit, OBOC, Guided Pathways Retreat)

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	<ul style="list-style-type: none"> 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 	Matthew Moore			
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	Committees are in the process of revising their charge and creating goals specifically related to SIDE. Committee Chair Training occurred on 02.03.21
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 	Kim Hoffmans	Exec Council	Spring 2021 and ongoing	Website created in conjunction with President's page and will be continually updated as appropriate. Link to page- Social Justice, Inclusion, Diversity, and Equity Ventura College
Dedicate a space for a Multicultural Center	<ul style="list-style-type: none"> Request Student Success Committee (SSC) to discuss and make recommendations FMP and SSC recommendation need to be vetted by FOG Final recommendation from SSC and FOG to be made to CPC 	Damien Peña/Jennifer Goetz	Student Success Committee	Spring 2021	Beginning FMP process and this will be part of those discussions

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Integrating/requiring ethnic studies in curriculum	<ul style="list-style-type: none"> • Ethnic Studies curriculum development (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 (CSU area F). (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	<p>We have begun professional development activities to assist faculty in all disciplines to include elements of equity and inclusion in their courses. Also, a consultant has been contracted to work with 120 faculty to be part of CCAR (cultural curriculum Audit and revision project).</p> <p>Modified curriculum in multiple courses to align with area F in the CSU transfer program.</p> <p>Created an Ethnic Studies department. Currently, VC has one dedicated full-time faculty member and has approved to hire a second one for fall 2021.</p> <p>Aligning new program maps with area F will be a project for the upcoming academic</p>

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					year when area F is permanently established in Fall 2021.
Summarize Student Equity Plan (SEP) content with clear outcomes and timelines	<ul style="list-style-type: none"> Develop an executive summary of SEP Identify clear and overarching outcomes and track success 	Damien Peña/Jennifer Goetz	Student Success Committee	Fall 2020	SSC has established the goal of developing an executive summary, to include overarching outcomes.
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"> Work with District HR and Consultants to support diversity hiring efforts and to identify and breakdown barriers President and/or designee to visit organizational meeting to all full-time faculty hiring committees to emphasize the importance of diversity of employees Create a question bank of strong diversity questions for hiring committees to select from for VC Hiring Facilitators to utilize. 	Laura Barroso Kim Hoffmans	<ol style="list-style-type: none"> District HR and VC reps President 	Spring 2021	The deans met with the equity hiring facilitators and HR to discuss their role in ensuring equitable hiring practices for faculty. President will continue to visit hiring committees to emphasize the importance of a diverse workforce. Equity hiring facilitators have indicated they have a bank of questions related to equity.
Integrate SIDE into Institutional SLOs	<ol style="list-style-type: none"> COG Workgroup to discuss and make changes to incorporate SIDE into Institutional SLO's Develop timeline to evaluating SIDE ISLO 	Phillip Briggs	College Outcomes Group	Spring 2021	In progress

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	3. Map courses and programs new SIDE ISLO				