

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

Revised on 10.29.21

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 Captain’s Chat. 	Kim Hoffmans	None	Completed, anticipate annual updates	Goals were modified. They were shared at Captain’s 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 Jesus Vega and previously 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. 	Jesus Vega Academic Senate designee: Dan Clark Classified Senate designee: Erin Askar	Taskforce	Anticipated VCCCD Board of Trustee review in January/February 2022	Leads were identified. They are in the process of garnering input from stakeholders. A campus-wide discussion was held on 4/7/2021 Captain’s Chat. Two versions of draft Mission presented at Captain’s Chat on 10/19/2021.
Develop shared understandings and definitions	<ul style="list-style-type: none"> Support professional development offering related to 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. 	Jennifer Goetz and Damien Peña	SEA Workgroup	End of Spring 2022	Multiple professional development events occurred (FLEX offerings, Equity Summit, One Book One

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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 include in VC Equity Plan. RSS Consulting is working with SEA Workgroup, Guided Pathways and Professional Development Council to focus and integrate VC student equity efforts. Campus leaders participating in USC Equity Institute. 				Campus, Guided Pathways Retreat).
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 2022	A few Committees revised their charge and goals specifically related to SIDE and were approved at CPC. Committee Chair Training occurred on 02.03.21 and to occur annually.
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 Link to SIDE on homepage. Include on the SIDE webpage: VC and constituency group commitments and affirmations. List VC designations as Hispanic Serving Institution (HSI) and HACU member. 	Kim Hoffmans	Exec Council	Complete and ongoing updates	Website created in conjunction with President's page and will be continually updated as appropriate. Link to page-

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Dedicate a space for a Multicultural Center	<ul style="list-style-type: none"> Request SEA Workgroup to discuss and make recommendations. FMP and SEA recommendation need to be vetted by FOG. Final recommendation from SSC and FOG to be made to CPC. 	Damien Peña/Jennifer Goetz	SEA	Spring 2022	Multicultural Center discussion for inclusion in a new Student Services Building. Need to determine a temporary location until permanent building is built.
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 Chicana 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	Completed the creation of Ethnic Studies Department. In process on other areas with completion timeline of Spring 2022	<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>

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					<p>Created an Ethnic Studies department. Currently, VC has two full-time faculty members.</p> <p>Aligning new program maps with area F will be a project for the upcoming academic year when area F is permanently established in Spring 2022.</p>
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 2021	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 meetings for 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 2022	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.

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					Equity hiring facilitators are being rotated by District HR to serve on committees.
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	In progress