



Ram Racial Equity Lab (REL) Equity Leadership Academy

CSSO Conference

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Background

- Two-year partnership with USC, CUE 2017-2019
- Purpose: Racial equity
- Two-phase organizational learning process
- Interdisciplinary Faculty Equity Lab (IFEL)

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About IFEL



Semester-long cohort model, group of interdisciplinary full-time and part-time faculty who learn how to use equity-minded tools for reflective teaching and learning.

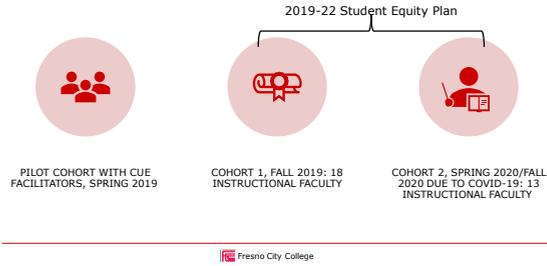


Examples of some topics include course level data analysis, syllabi review, peer observations, institutional agents, and teaching and learning for equity

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About IFEL - Continued



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Ram Racial Equity Lab (REL)

The name change reflects growing IFEL to include non-instructional faculty, classified professionals, and managers as well as intentionally placing the focus on racial equity.

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Ram REL Structure and Format

- Cohorts in fall 2021 spring 2022 semester
- Cohorts will be comprised of 16 participants, with the exception of the manager cohort which will be comprised of 12 participants.
- Faculty cohorts: seven 3-hours sessions, plus two additional 2-hour blended sessions.
- Classified professional cohorts: five 2-hour sessions, plus two additional 2-hour blended sessions.
- Manager sessions have not been determined, yet.
- Blended sessions include a mix of faculty, classified professionals, and managers.

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Incentive for Faculty Participation



\$1100 COMPENSATION
(CONTRACT TRAINING RATE
OF \$25/HOUR X 44 HOURS)



SABBATICAL CREDIT



UTILIZED AS 5 HOUR/WEEK
OBLIGATION



ENCOURAGEMENT FROM
DEANS

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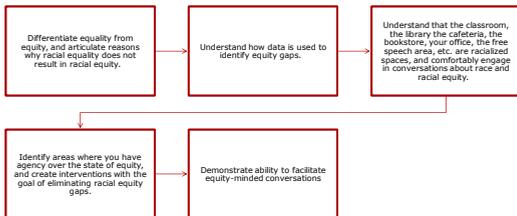
Ram REL Common Topics



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Common Participant Learning Outcomes



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Ram REL Summary

-  8 cohorts (128 participants) per semester for total of 16 cohorts (256 participants)
-  Facilitator provides 173 hours of direct instruction per semester for total of 346 hours
-  20 hours total time per semester for classified professional participants
-  44 hours total time per semester for faculty participants

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Background of Equity Leadership Academy

- Most of FCCs professional development and learning activities were for faculty and classified professionals
- Professional development and learning activities were open to all classified professionals, faculty and administrators but not required
- Void in professional development and critical learning on equity-mindedness and anti-racism
- 2019-2022 Student Equity Plan



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Background of Equity Leadership Academy

The development and implementation ELA:

- is an explicit acknowledgment that structural racism is often at the foundation of any institution. Without active and intentional action to acknowledge and change societal institutions, participants, no matter how well-meaning, are in fact perpetuating the inequity and maintaining the social structure that privileges some while inadvertently or overtly destroying others.
- recognizes that leadership matters - leaders with an equity-focused framework are better equipped to lead the institution in questioning and examining systems, structures, actions, policies, and practices that impede the success of minoritized students, faculty, and staff.



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Overview of Equity Leadership Academy

- The FCC ELA is a professional learning community of FCC administrators dedicated to developing a leadership framework grounded in equity-mindedness and informed by racial literacy, critical consciousness, and cultural fluency.
- The FCC ELA has four elements, all designed to create a transformational experience for participants based on their racial and equity literacy journey and its application by you in your sphere of influence.



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Next Steps



2022-2025 Student Equity Plan



Expand Ram REL



Expand Equity Leadership Academy



Leadership Program



Embedding equity-mindedness and anti-racism in the new mission, vision, core values and strategic plan

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Draft Mission/ Vision Statements

Mission
As California's first community college, Fresno City College provides access to equity-centered, quality, innovative educational programs and support services. Committed to a culture of anti-racism, we create dynamic communities of respect and inquiry which encourage student success and lifelong learning while fostering the sustainable economic, social, and cultural development of our students and region.

Vision
Fresno City College aspires to build upon our equity-centered mission and further our commitment to normalize a culture of racial equity and anti-racism. As a community of educators and learners, we will use our positions of influence, power, and privilege to foster a community of belonging, affirmation, and validation. We will courageously join as faculty, staff, and students in upholding our core values to transform lives in the Central Valley and beyond.



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