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)

**About IFEL**

Examples of course topics include course-level data analysis, implicit biases, peer observations, institutional equity, and teaching for equity.
About IFEL - Continued

2019-22 Student Equity Plan

PILOT COHORT WITH CUR FACILITATORS, SPRING 2019

COHORT 1, FALL 2019: 18 INSTRUCTIONAL FACULTY

COHORT 2, SPRING 2020/FALL 2020 DUE TO COVID-19: 13 INSTRUCTIONAL FACULTY

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.

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.
### Incentive for Faculty Participation

#### Compensation
- $1100 (contract training rate of $25/hour x 44 hours)

#### Sabbatical Credit
- Utilized as a 5-hour/week obligation
- Encouraged from Deans

### Ram REL Common Topics

- **Equity vs. equality**
- **Deficit-mindedness vs. equity-mindedness in theory and practice**
- **State of equity at FCC and surrounding area**
- **Racial identity**
- **Racial microaggressions**
- **Stereotype threat**
- **Data analysis**
- **Facilitating equity discourse**

### Common Participant Learning Outcomes

- Differentiate equality from equity, and articulate reasons why racial equality does not result in racial equity.
- Understand how data is used to identify equity gaps.
- Understand that the classroom, the library, the cafeteria, the bookstore, your office, the free speech area, etc. are racialized spaces, and comfortably engage in conversations about race and racial equity.
- Identify areas where you have agency over the state of equity, and create interventions with the goal of eliminating racial equity gaps.
- Demonstrate ability to facilitate equity-minded conversations.
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

Background of Equity Leadership Academy

- Most of FCC’s 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

The development and implementation of the Equity Leadership Academy (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 such structures, 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.
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.

Next Steps

- Draft Mission/Vision Statements

Mission
Fresno City College aspires to build upon its 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 partner with our students, staff, and community to transform lives in the Central Valley and beyond.

Vision
As California’s first community college, Fresno City College provides access to equity-centered, quality, innovative educational programs and support services. As committed champions of equity-mindedness and anti-racism, we create dynamic combinatorial impact and impact which encourage student success and lifelong learning and which center the experiences of our students and region.

Values
Diversity: Fresno City College believes in the value of diversity and inclusion and is committed to creating a community that reflects these values. We strive to create an inclusive and welcoming environment that promotes the development of students from diverse backgrounds.

Innovation: Fresno City College values innovation and creativity in its educational programs and support services. The college is committed to providing cutting-edge educational opportunities that meet the needs of students and the community.

Equity: Fresno City College is committed to equity-mindedness and anti-racism in all aspects of its operations. The college strives to create an inclusive environment where all students have equal opportunities to succeed.

Community Engagement: Fresno City College is committed to building strong and diverse partnerships with the community. The college values collaboration and works to ensure that its programs and services meet the needs of the community.

Lifelong Learning: Fresno City College believes in the importance of lifelong learning and is committed to providing educational opportunities that enable students to achieve their personal, professional, and academic goals.

Professional Development: Fresno City College offers a range of professional development opportunities for students and employees. The college values ongoing learning and professional growth and provides resources to support the development of its community.

Excellence: Fresno City College is committed to providing high-quality educational programs and support services. The college values excellence in all aspects of its operations and is dedicated to continuous improvement and innovation.

Comparative Advantage: Fresno City College recognizes its comparative advantage as a community college that provides educational opportunities to a diverse student population. The college values its ability to offer accessible, quality education to individuals from all walks of life.

Leadership: Fresno City College believes in the importance of leadership and is committed to developing leaders who inspire and guide others. The college values leadership as a critical component of its mission and provides resources to support the development of its community.

Social Responsibility: Fresno City College values its role in the community and is committed to being a responsible and engaged partner. The college recognizes its responsibility to provide educational opportunities and resources that benefit the community.

Environmental Stewardship: Fresno City College is committed to being a environmentally responsible organization. The college values sustainability and is dedicated to minimizing its environmental impact.

Financial Sustainability: Fresno City College is committed to financial sustainability and is dedicated to ensuring the long-term viability of its operations. The college values responsible financial management and provides resources to support its financial goals.

Compliance: Fresno City College values compliance and is committed to following all applicable laws and regulations. The college values transparency and accountability and provides resources to support its compliance goals.

Institutional Effectiveness: Fresno City College is committed to institutional effectiveness and is dedicated to measuring and improving its effectiveness in achieving its mission and goals. The college values continuous improvement and innovation and provides resources to support its institutional effectiveness goals.

Governance: Fresno City College values governance and is committed to strong and effective governance. The college values transparency and accountability and provides resources to support its governance goals.

Stakeholder Engagement: Fresno City College values stakeholder engagement and is committed to working with its partners, including students, staff, faculty, and community members. The college values collaboration and provides resources to support its stakeholder engagement goals.

Human Resources Management: Fresno City College values human resources management and is committed to providing a safe and supportive workplace for its employees. The college values diversity and inclusion and is dedicated to fostering a workplace that values and reflects diversity.

Accountability: Fresno City College values accountability and is committed to being transparent and responsive to its stakeholders. The college values customer service and provides resources to support its accountability goals.

Strategic Planning: Fresno City College values strategic planning and is dedicated to developing and implementing a strategic plan that guides the college’s operations. The college values continuous improvement and innovation and provides resources to support its strategic planning goals.

Leadership Program
1. Leadership Program
2. Draft Mission/ Vision Statements
3. Next Steps
4. Overview of Equity Leadership Academy
5. Draft Mission/ Vision Statements
6. Next Steps
7. Overview of Equity Leadership Academy
Thank You

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