



California Community Colleges

Unconditional Belonging: DEIA Implementation with Fidelity

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Dr. Siria Martinez
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Chancellor of Student
Equity and Success



Dr. Abdimalik Buul
Visiting Executive of
Educational Excellence
and Equal Employment
Opportunities



Ms. Ebony Jeffries, MPA
Dean of Institutional
Effectiveness



LIBERATION NOW

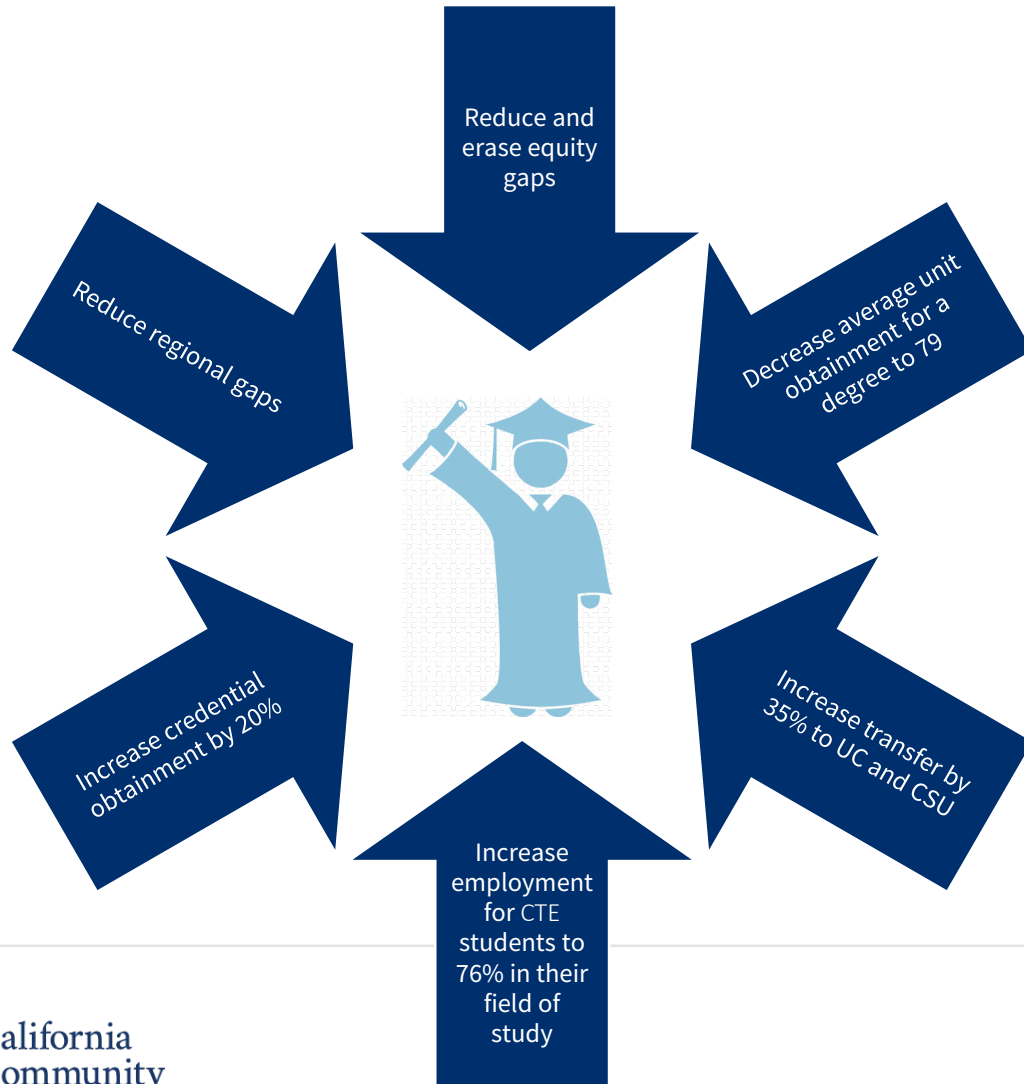
RADICAL ACTIONS FOR TODAY

CSSO State Student Services
Conference | March 13-16, 2023

As we are liberated from our
own fear, our presence
automatically liberates others.

Nelson Mandela

Vision for Success Goals



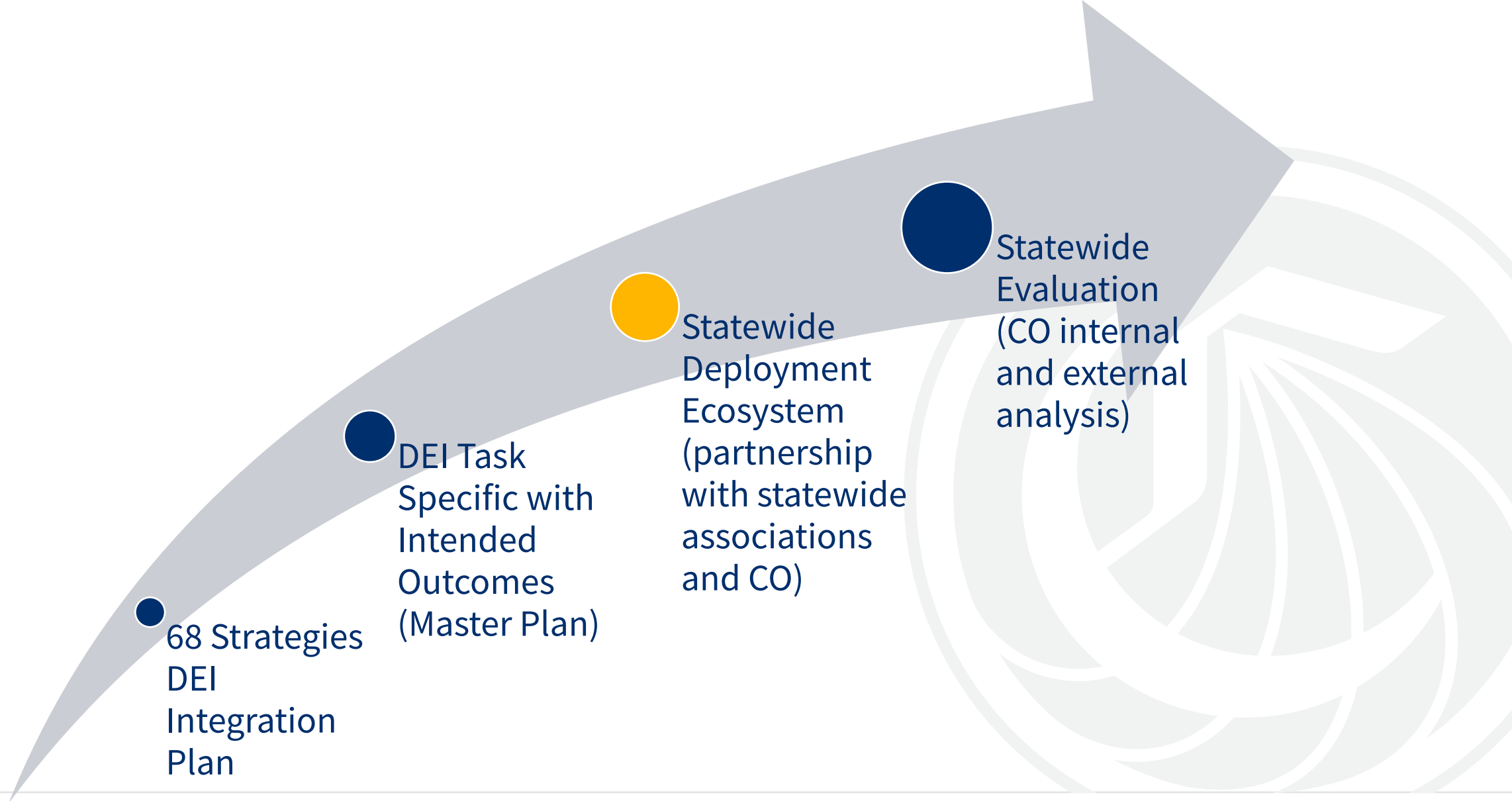
Commitments

1. Focus on students' goals
2. Design with the students' experience in mind
3. High expectations and high support
4. Foster use of data and evidence
5. Own student performance
6. Thoughtful innovation and action
7. Cross-system partnership

Board of Governors Commitment to DEI

- Approved **68 recommendations** outlined in the Diversity, Equity, and Inclusion (DEI) Integration Plan.
- Adopted a new Title V California Community Colleges Diversity, Equity and Inclusion Statement
- Committed to continued advocacy to augment statewide resources that will advance the implementation of the DEI Integration Plan.





68 Strategies
DEI
Integration
Plan

DEI Task
Specific with
Intended
Outcomes
(Master Plan)

Statewide
Deployment
Ecosystem
(partnership
with statewide
associations
and CO)

Statewide
Evaluation
(CO internal
and external
analysis)

Transforming a Culture

Compliance

Empowerment



The Need For Urgency

44%
of all two- and four-year colleges met
the expectations of student representational parity

Changing America
Shared Destiny. Shared Responsibility.

Respect Sustainability Resilience Enrichment Video Well-Being Opinion Who We Are

Enrichment > Education

It will take 70 years for universities to fully reflect underrepresented students: report

"By pursuing racial-equity goals, the higher-education sector may achieve gains in core areas of impact."

By Gianna Mellillo | Jul. 19, 2022



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What we must consider

Transformative moment to meet and lead the global demands of California with DEIA focus.

- (3) Pair high expectations with high support

Interrogate antiquated “ways of doing business”.

- (6) Enable action and thoughtful innovation.

What we must consider

Focus on the heart work not just the hard work centering students as our WHY with research supported data driven decisions.

- (2) Always design and decide with the student in mind

(1) Focus relentlessly on students' end goals

Student Success Paradigm Shift

Right to Fail

Sink or swim
Pull yourself up by your bootstraps
Earn your right to be here



Right to Succeed

Love and belonging; Unconditional positive regard
Student-centered
Institutional responsibility for student outcomes

Centering Students' Needs



Maslow's Hierarchy of Needs

Centering Students' Needs = Ending practices that perpetuate marginalization and traumatization

Little to no course-taking direction; Pathways disconnected from workforce; Lack of encouragement

No recognition of or credit for prior skills & learning; Irrelevant learning, disconnected from students lived experiences

Impersonal classrooms; White supremacist curriculum; Passive information reception

Harsh treatment in administrative offices; Criminalizing students on their own campus

Requiring students to "prove" their poverty to access basic needs supports

Self-actualization

desire to become the most that one can be

Esteem

respect, self-esteem, status, recognition, strength, freedom

Love and belonging

friendship, intimacy, family, sense of connection

Safety needs

personal security, employment, resources, health, property

Physiological needs

air, water, food, shelter, sleep, clothing, reproduction



Journey Towards Leading Anti-racist Institutions





California
Community
Colleges



INSTITUTIONAL EFFECTIVENESS
PARTNERSHIP INITIATIVE

**The New Vision
for
Professional
Development:
From
Compliance to
Empowerment**

Equity

Evidence

Collaborative

Innovative

Actionable



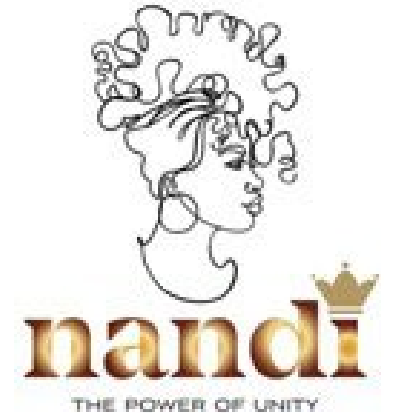
California
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**The New Vision
for
Professional
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Framework in Action



DEIA-Focused PD Learning Opportunities



What now?

1. What are some of the friction points to local implementation?
2. How can we support your local professional learning efforts?
3. Save the Date: DEIA Summit September 21-22

Partner with us in this Work! Join the IEPI Listserv!!



Thank you so much!!

DIVERSITY
EQUITY
INCLUSION

Other words in the cloud include: FIDELITY, SOCIAL JUSTICE, HUMILITY, SUPPORT SYSTEM, COURAGE, CATALYST, DIFFERENCE, CULTURE, RESPECT, MUTUAL, INTERSECTIONAL, GROWTH, INTERSECTIONALITY, CO-CREATION, REPRESENT, IDENTITIES, PERSPECTIVES, BELONGING, COURAGE, TRUST, ACCOUNTABILITY, WELCOMING, VALUED, GROWTH, CENTERING, COMMUNITY, WELCOMING, TRANSPARENCY, INTERACTING, ACTIVE, FAIRNESS, JUSTICE, NEEDS, DIGNITY, POWER, FAMILY, TRANSPARENCY, RECEPTIVENESS, CONNECTION, OPENNESS, EQUALITY, COLLECTIVE, RESPONSIBILITIES, ACCOUNTABILITY, TRUST, SOCIAL JUSTICE, DIFFERENCE, INTERSECTIONALITY, RECEPTIVENESS, INFORMATIVE, HONESTY, WELCOMING, RESPECT, FIDELITY, HONESTY, DIFFERENCE, AFFIRMING, IDENTITIES, COMMUNITY, EXPERIENCES, HONESTY, WELCOMING, RESPECT, FIDELITY, AFFIRMING, POSITIONALITIES, BELONGING, LEADERSHIP, INFORMATIVE, VALUED, PERSPECTIVES, FRIENDLINESS, SUPPORT SYSTEM, SOLIDARITY, RECEPTIVENESS, CATALYST, THRIVING, CONSCIOUS, COMMUNITY, APPRECIATION, CARE, EMBODY.