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# LONG BEACH CITY COLLEGE PRESIDENT'S EQUITY TASK FORCE JANUARY 30, 2020

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## Agreements

- **RESPECT** each other's opinions and thoughts; we are not here to judge but are here to learn and grow
- **ALLOWING** the space for other to speak & everyone in this group has the right to be heard
- **CONFIDENTIALITY** keeping conversations within the group
- **CHECKING IN** listening to each other's concerns

## Facilitators' Point of Departure

- Structural racism is real and we will disrupt it and work for justice and equity.
- We are all indigenous & interconnected and it is in our duty to care for creation and each other.

## Today's Agenda

- 10:00 AM President's Welcome
- 10:10 AM Equity Institute Report
- 10:20 AM Orientation to the Day
- 10:30 AM Trust Warm Up
- 11:00 AM Equity Framework
  - Presentations on History, Meritocracy & Whiteness*
  - Shifting to a Model of Interconnectedness*
- 12:00 PM Lunch
- 12:45 PM Developing a Climate of Trust for the Equity Task Force
  - Community / Health & Wellbeing / Accountability*
- 1:45 PM Break
- 2:00 PM Small Group Report Back
- 2:30 PM Feedback to the President
- 2:45 PM Evaluation & Acknowledgements
- 3:00 PM Close Taskforce Objectives

## Taskforce Objectives

- **Trust:** Build a climate of trust, among task force members
- **Connection:** Develop equity and racial literacy through workshops and trainings
- **Clarity:** Review and discuss NACCC survey findings, & LBCC student equity data and faculty and staff diversity data.
- **Movement:** Develop and convene work groups to identify & present recommendations based on insights from trainings, survey, and data to Participatory Governance bodies
- **Result:** Institutionalize equity-minded, inclusionary practices

## Mission Statement

*Long Beach City College is committed to providing equitable student learning and achievement, academic excellence, and workforce development by delivering high-quality educational programs and support services to our diverse communities.*

## LBCC Values

**RESPECTFUL:** The College values and celebrates the exemplary contributions of faculty, staff, and its community partners in supporting students.

**NURTURING:** The College provides an environment in which students, faculty, and staff build relationships that are understanding and supportive.

**CONNECTED:** The College is recognized as integral to an inclusive, vibrant, and prosperous local, regional, and global community.

**FOCUSED:** The College embraces a long-term commitment to innovative student success.

**PURPOSEFUL:** The College provides students clear pathways and support to attain their career and educational goals.

**My Value(s)** \_\_\_\_\_

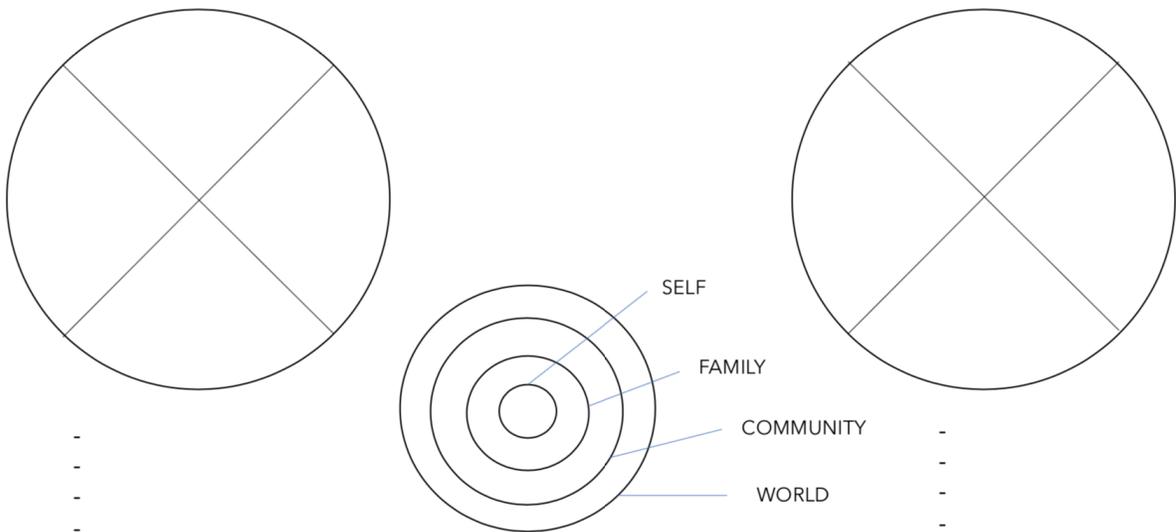
## Trust Reflections

How was it for me to lead another person who was depending on me? What was it like to be led by another person who I was depending upon? Why is trust important for doing the work of equity?

## Meritocracy & California Master Plan Reflections

What did I learn about the history of meritocracy & the California Higher Education Master Plan? How have these structures and beliefs impacted my life & my work?

## Medicine Wheel - Our Interconnected Well-Being



1. What are my strength (physical, emotional, mental, spiritual) and where do I struggle?
2. Where do I want to make improvements?

## President's Equity Taskforce Development

**Practice:** (n) the actual application or use of an idea, belief, or method, as opposed to theories relating to it; (v) to perform (an activity) or exercise (a skill) repeatedly or regularly in order to improve or maintain one's proficiency.

**Agreement:** (n) a negotiated and typically legally binding arrangement between parties as to a course of action; harmony or accordance in opinion or feeling; a position or result of agreeing.

### Communication

1. How can we develop practices as a task force to dialogue on difficult topics?
2. What practices would improve direct communication among the task force members and help us to avoid unhealthy communication patterns (gossip, avoidance etc.)?
3. What practices would support healthy communication between the task force and the President?
4. What agreements do we need to make?

### Health & Well Being

1. What practices would support the task force members to take better care of themselves?
2. What practices would encourage task force members to acknowledge one another?
3. What practices would help connect the task force to support in the local community?
4. What agreements do we need to make?

### Accountability

1. What practices will help us as a task force to recognize that we need growth and constant professional development to help us shift away from practices that harm students, staff and faculty?
2. How do we hold members of the task force (ourselves) accountable to our agreements, shifting from harsh punishments and instead using kind models of feedback and correction?
3. What practices would allow the task force members and administration to hold one another accountable?
4. What agreements do we need to make?

Why is this important for the task force? (Communication, Health & Well Being, Accountability)

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Practice suggestions:

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3

Agreements:

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## Personal Next Steps

What more can I do to live out my values in service of equity at Long Beach City College? What can I teach to others? What do I need to learn? What support do I need?

## Shared Next Steps

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