



## President's Task Force on Race, Equity, and Inclusion

**Background:** The President's Task Force on Race, Equity, and Inclusion was established to promote cultural competence and inclusion at Long Beach City College. All faculty and staff at LBCC were invited to send an email with a short statement of interest in joining the task force. Approximately 100 people from all areas of the college have responded to date, and all who responded were automatically included in the task force.

**Membership:** All faculty, staff, and management who replied to the invitation with a short statement of interest will comprise the task force. In addition, participatory governance leaders and administrators will be able to attend additional workshops outside of task force meetings to share their insights with the larger body to inform the work of the task force.

**Purpose:** Through collaboration among all campus constituencies, the task force will work to better understand and correct climate problems, recover from racial crises and identify recommendations to avoid future crises, identify and recommend strategies to ensure enduring sustainable cultures of inclusion and respect on campus, and utilize data to investigate and provide recommendations to address achievement gaps. The purpose of this task force will be to examine equity through a holistic, institutional lens.

### **Three-Pronged Approach:**

#### **USC Equity Institute—Fall 2019**

- A series of eight two-hour webinars focused on racial equity.
- Designed for a small group of senior campus leaders.
- At the direction of USC, LBCC's Equity Institute participants included the Superintendent-President and all four Vice Presidents. The Academic and Classified Senates, LBCC Faculty Association, AFT, CHI, and the LBCC Management Association each were asked to identify two to three key leaders to participate.

#### **National Assessment of Collegiate Campus Climates (NACCC) Survey—Fall 2019**

- New national quantitative survey on campus racial climate created by the USC Race and Equity Center, specifically designed for undergraduate students at community colleges and four-year institutions.
- Includes six content areas essential to understanding racial climate on campus, plus demographic information: mattering and affirmation, cross-racial engagement, encounters with racial stress, racial learning and literacy, appraisals of institutional commitment, and impact of external environments.
- Customized NACCC Report® available in late spring 2020 will include aggregated data from LBCC students and a NACCC Climate Score® that permits benchmarking with participating institutions and provides recommendations for making LBCC more inclusive.

#### **Employee Climate Survey—Spring 2020**

- LBCC employees invited to participate in the UCLA Higher Education Research Institute (HERI) campus climate survey through April 15, 2020.

#### **Task Force—Spring 2020**

- Build equity and racial literacy, as well as a climate of trust, among task force members through workshops and trainings.
- The first to review and discuss NACCC survey findings.
- Review LBCC student equity data and faculty and staff diversity data.
- Develop and convene work groups to identify recommendations based on insights from trainings, survey, and data.
- Present recommendations to Participatory Governance bodies with the goal of institutionalizing equity-minded, inclusionary practices.