

Proposal for Facilitated Training for 2021-22

Background

In Fall 2020, the SAC Academic Senate (AS) passed a resolution titled, “Affirming the Anti-racism, Anti-sexism, Anti-oppression Charge of the Santa Ana College Academic Senate” (see Appendix A). This resolution included a request for our AS to establish a workgroup of faculty to take a deeper look at our practices, processes, and for related concerns to be brought to light.

This group of active and committed faculty members met several times during the Spring 2021 semester and created the following initial goals:

- Discover and learn to operate and lead in ways that promote a campus climate that aligns with our anti-oppression resolution. This includes examining not only our individual/collective behaviors but also our faculty structures, bylaws, and culture.
- Increase our self-awareness in order to understand the experiences of our colleagues and address past instances of offensive behavior within our leadership structures and how to proceed moving forward. Specifically, we need the opportunity to name and identify examples of sexist, racist, and other forms of offensive/oppressive behavior and put into practice ways to eliminate, prevent, eradicate them moving forward.
- Demonstrate the skills and knowledge to be able to facilitate inclusive/safe meetings including facilitating difficult conversations, identifying the nuances, managing emotions, observing verbal and non-verbal communication, with the goal to eradicate racism, sexism, and other forms of oppression from our meeting spaces and institution.

The outcome of our meetings resulted in the shared action plan that is connected to this proposal. The faculty involved in this workgroup engaged in much research and discussion related to the development of this plan and feel that utilizing the expertise and knowledge of an authority trained specifically in the areas of diversity, equity, and inclusion, organizational culture and change, and creating socially just work environments is necessary. After several months of investigative research and interviewing potential experts, the workgroup identified Dr. Kathy Obear as the best candidate to work with our group and college towards achieving our articulated goals.

Scope of Practice

- Contracting with [Dr. Kathy Obear and the Center for Transformation and Change](#) to provide a year-long training program for faculty, staff, and administrators to obtain the competencies to reach our individual and organizational goals.
 - 20-25 participants
 - Three-hour training sessions, facilitated by Kathy Obear and other professional experts. Approximately 8 sessions total.
 - Participants will be expected to complete reflection assignments and partner with other participants in between sessions, which will be about 2 hours or so.
 - Training would be customized to meet the needs of SAC and to work toward the achievement of desired competencies (see Appendix B)

- Fees would include access to materials and curriculum for additional trainings for faculty, staff, and administrators.
- Total cost \$36,000

Timeline: October 22nd, 2021 – May 30th, 2022

Time of Training: 1:00PM-4:00PM

Dates for the training:

- October 22nd, 2021
- November 5th, 2021
- December 10th, 2021
- January 21st, 2022
- February 25th, 2022
- March 18th, 2022
- April 15th, 2022
- May 13th, 2022

Rationale

- This proposal is also a direct response to the June 5, 2020 CCCCCO Call to Action where Chancellor Oakley asked us, as a system, to mobilize specific issues such as campus leaders hosting open dialogue and plan to address campus climate and for full implementation of our plans to address diversity, equity, and inclusion in our classrooms and workplaces. ***“We cannot say that we are equity champions and not have a dialogue about structural racism. We cannot talk about equity without talking about inequality. We cannot talk about inclusion without talking about oppression. We cannot talk about diversity without talking about privilege”*** Dr. Daisy Gonzalez, Deputy Chancellor at CCC Chancellor’s Office Call to Action Webinar, 6/5/2020.
- The Fall 2020 Academic Senate resolution calls for collaboration with college or district efforts to provide training, conversations, and establish practices that support an inclusive culture of leadership that holds this community accountable to the charge of dismantling sexism, racism, and any other forms of oppression and create diverse and inclusive spaces for systemically marginalized voices. This proposal provides the vehicle to reach these goals.
- This proposal seeks tangible action connected to the AS resolution as well as RSCCD Board Policy No. 20-10 - [RSCCD’s Commitment to Actively Strategize and Take Action Against Structural Racism](#)
- This proposal is aligned with our campus equity framework which includes a commitment to engage in critical reflection and increase our self-awareness in order to transform our practices and our system (See Appendix C).

Outcomes

As a result of this proposal and the intensive professional development, it is our hope that:

- Twenty to twenty-five campus/faculty leaders will be trained to facilitate inclusive/safe meetings including facilitating difficult conversations, identifying the nuances, managing

emotion, and observing verbal and non-verbal communication with the goal to eradicate racism, sexism, and other forms of oppression from our meeting spaces and institution.

- Improve the overall SAC campus climate campus and promote anti-racist and anti-oppressive behaviors and practices not only in classrooms, but also among peers, managers, and across all constituencies.
- Campus and district wide power dynamics impacting diversity, equity and inclusion (DEI) work will be addressed in a constructive and informed manner.
- Develop strategies to enact competencies for racially inclusive organizations from participants' positions throughout campus.

Appendix A

Resolution FA20 12.8.2020

Resolution Affirming the Anti-racism, Anti-sexism, Anti-oppression Charge of the Santa Ana College Academic Senate

Resolution submitted by Reyna Cummings, Susan Hoang, Rebecca Ortiz, Cathryn Pierce, Maria Aguilar Beltran, Maria “Lupe” Estrada, Stephanie Clark, with the guidance of the Academic Senate Executive Board.

Whereas,

1. Whereas, The Academic Senate of Santa Ana College acknowledges, through behavior witnessed on our campus and within professional settings, that there is a systemic problem with racism, sexism, and intersectionality that not only affects students but the entirety of our campus community; and
2. Whereas, Systemic/institutional racism is a product of the historical injustices, policies, procedures, and norms that have a disproportionately negative impact on Black, Indigenous, Latinx, People of Color (BILPOC), women, and other marginalized voices.
3. Whereas, These issues are often perpetuated through actions of silencing, retaliation, abuse of power, and bullying;
4. Whereas, The Academic Senate’s purview of academic and professional matters requires that we address the issues of positionality, privilege, and power directly through Academic Senate recommendations and support.

Resolved

1. Resolved, The Academic Senate denounces the silencing of voices and is committed to dismantling sexism, racism, and any other forms of oppression;
2. Resolved, The Academic Senate will immediately establish a workgroup that will provide short-term and long-term recommendations for dismantling sexism, racism, and any other forms of oppression and will establish diverse and inclusive spaces for systemically marginalized voices; and
3. Be it resolved that, the Academic Senate, in collaboration with college or district efforts, will provide training, conversations, and establish practices that support an inclusive culture of leadership that holds this community accountable to the charge of dismantling sexism, racism, and any other forms of oppression and create diverse and inclusive spaces for systemically marginalized voices.

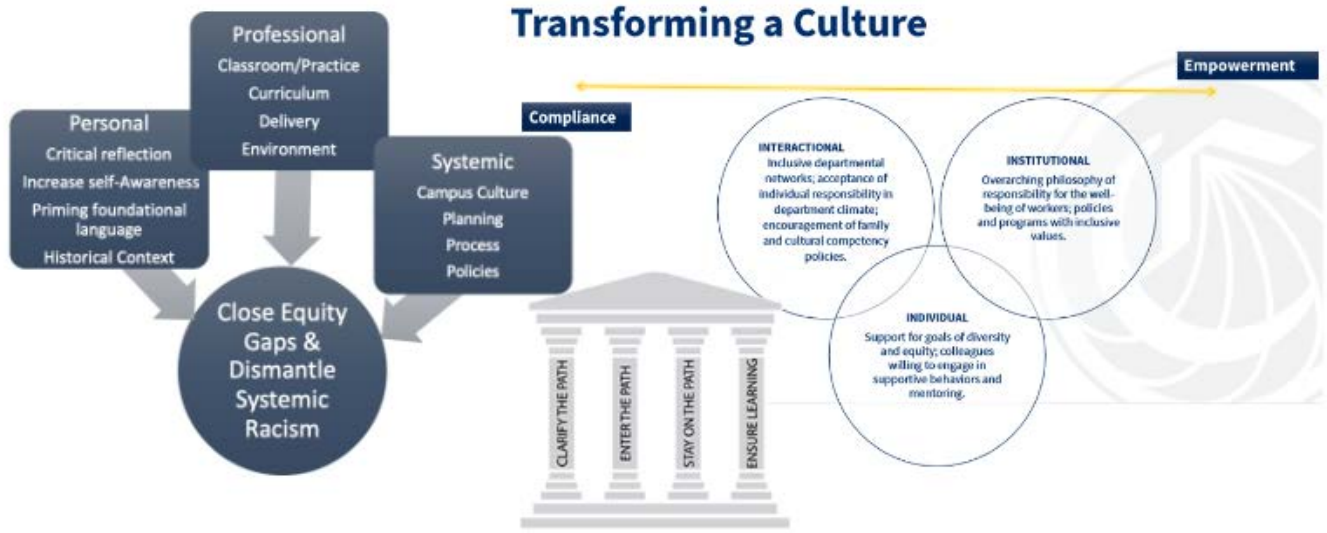
Expected Competencies for Creating Racially Inclusive Organizations:

(Draft 3-13-2021, Dr. Kathy Obear www.drkathyobear.com)

Expected Competencies of Leaders and Employees

1. Create racially inclusive, high-performing teams and work climates where all are respected, valued, feel a sense of belonging, able to contribute to their full potential...
2. Develop racially inclusive products and services.
3. Continually deepen your self-awareness, knowledge and capacity to effectively engage in meaningful dialogue about race, racism, whiteness, white privilege, white supremacy culture, racially equitable and inclusive organizations, etc.
4. Recognize racist attitudes, behaviors, and microaggressions in yourself and others.
5. Effectively interrupt racist dynamics in the moment.
6. Respond effectively when given feedback about the impact of your comments, actions, and/or inactions.
7. Recognize and shift dynamics of white privilege in the moment.
8. Use an Inclusive Lens in all planning and decision-making processes.
9. Use an Inclusive Lens to analyze all current policies, programs, practices and services and revise, as needed, to eliminate negative differential impact on People of Color and create racial equity and inclusion.
10. Recognize and shift unproductive white cultural dynamics in your organization to create a more inclusive, racially just organizational climate and culture.
11. Implement a system of development and accountability to ensure accelerated progress towards becoming a racially inclusive, anti-racist organization.

GUIDED PATHWAYS & EQUITY FRAMEWORK



Mission: Santa Ana College inspires, transforms, and empowers a diverse community of learners.