

# Diversity, Equity, Inclusion, and Accessibility Initiatives/Programs

**GCCCD Governing Board Meeting  
October 11, 2022**

G R O S S M O N T  
C O L L E G E



**Grossmont College**

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Success & Equity



# Grossmont Efforts Addressing Racial Inequities in Classroom Outcomes

**Equity Leadership Institute:** The focus is on diversity, equity, inclusion, antiracism, and accessibility (DEIAA) leadership empowerment to support our college vision and mission. Institute participants have the opportunity to hear from three renowned equity scholars & practitioners. Each speaker event is followed by debriefing sessions for participants to reflect and strategize on equity action steps. The culminating event for the institute invites campus community members to showcase their equity efforts in the work that they do.

**Strong Workforce Faculty Institute:** Faculty who participate in the Institute work collaboratively with researchers and deans on their campuses to better understand, and connect with, their students. This is primarily done by reviewing section-level students outcome data, classroom practices & policies, and the completion and implementation of an action plan to address inequities.

**Griffin Inquiry in Action Teams (GIATs):** The Guided Pathways team launched its new GIATs in Spring 2022. The first two teams were STEM and Humanities Academic and Career Pathways (ACPs), adding cohorts for Business and Applied Technology, Social & Behavior Sciences, and Language & Communication ACPS this fall. These teams comprise instructional & counseling faculty and classified staff, who work collectively and collaboratively to develop data-informed, student-centered, equity-focused strategies for their ACPs to support the well-being and success of students by identifying areas of concern and developing holistic, personalized responses.



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**Community of Practice Leads:** The CoP structure is designed as a system of collective critical, practitioner inquiry and reflections where faculty can share experiences, reflect on practice, and identify ways to accelerate skill development. A key component of the CoP lead positions is facilitating activities for faculty designed to prompt reflection – the “aha moments” among practitioners about the relationship between their own educational practices and racial inequities observed in the classroom. They will ask what’s working, what’s not, and why. This inquiry is based on the belief that practitioner expertise is necessary to address equity issues.

**Academic Transitional Support Coordinator:** Support faculty who teach AB705 impacted courses with PD around effective practices such as: equity-minded syllabus revision workshop, Transparent Assignment Design (TAD), best practices for how to structure support course time/content, "just in time" support activities in our co-requisite and tutoring practices etc.



# In Community with Black/African American and Chicana(o)/Latinx Students

**PUENTE (established in 2016):** We kicked off Fall 2022 with our largest PUENTE student cohort since the program's inception here at Grossmont with 75 students, making us one of the largest CCC Puente programs in the state! The students will be headed to the Transfer Motivational Conference at UC Riverside on the 15th.

**UMOJA (established in 2016):** This past summer we had a group of faculty along with our Vice Presidents and President attend the UMOJA Summer Institute. We kicked off the fall semester with 46 UMOJA students! At least 10 have already signed up to attend the UMOJA Conference in November.

**A2MEND:** Our chapter sent a group of 4 to attend the A2MEND Conference in Ghana last month.

**Athletics Learning Community:** The Athletics Learning Community, spearheaded by our Interim Assoc. Dean of Athletics Dr. Jason Allen, consists of 4 courses where student athletes take courses together with faculty that have participated in the Umoja Summer Institute and other equity-focused PD opportunities. Student athletes receive support from a dedicated academic advisor, and are encouraged to attend weekly study halls where students have access to Chromebooks, tutors, and food.

**Campus-Wide Black Student Success Initiative:** In partnership with Counseling, Outreach, Admissions, and Athletics, several efforts to support our Black student community are underway. We hosted our first ever Black Student Success Orientation during FLEX week. Since the spring, our Black and Brown male students have had access to a dedicated counselor to help them through enrollment, registration, and connecting them with resources once enrolled. Finally, in November we'll be welcoming representatives from 20 HBCUs to host a transfer fair for students interested in transferring to HBCUs.



# Grossmont Efforts Promoting Diversity, Equity, Inclusion, and Accessibility

**Gizmo's Kitchen Food Distribution:** Gizmo's Kitchen, in partnership with the San Diego Food Bank, provides food assistance to any currently enrolled Grossmont College student experiencing inconsistent access to adequate food.

**Justice Scholars:** Providing recruitment, counseling, and holistic support services for formerly and currently incarcerated populations. The goal is to support while also normalizing the process of attaining a college education to best break the cycle of incarceration.

**EOPS 40 Day Recruitment Campaign:** Our EOPS/CARE/Next Up Teams partnered with Instructional Departments and other Programs such as Athletics, FYE, Outreach, Puento, and Umoja to launch a robust in-reach and outreach recruitment campaign, raise awareness regarding the services available within these important programs and identify students qualified to participate in this suite of programs. So far enrollments have increased by 309 students!

**Heritage Months:** Student Services & Student Equity have partnered to institutionalize funding for our Heritage Month events, allocating \$2K to each of the 8 Heritage months that we typically celebrate (ex. Filipinx Heritage Month, Arab American Heritage Month, etc.). These events honor the diversity of our community and provide spaces for us to connect with one another.

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**Strategic Enrollment Management Academy:** The project goal for this work is equitable retention, persistence, and success. One focus will be on using culturally responsive pedagogy to increase course retention.

**LGBTQ+ PD for Administrators:** GC Office of Professional Development has partnered with Dr. Vincent Pompei to provide professional learning to our administrators, managers, and supervisors around creating inclusive and supportive environments for students and employees who identify with the LGBTQ+ community.

**IEPI Grant on Operational Excellence:** This grant will support our strategic priority for 22-23 of operational excellence. Our goal is to maximize student learning and success by improving organizational processes, promoting safety and wellness, and creating college-wide opportunities for professional development.

**Equity-Minded Teaching & Learning Center:** In partnership with Academic Affairs, the Office of Professional Development is developing a plan to launch an Equity-Minded Teaching and Learning Center over the next year or so.

# President's Antiracism Taskforce

## Outcomes

**Antiracism Learning Community:** The taskforce hosted a campus-wide book study for classified professionals, faculty, and staff in the spring 2022 semester where we read *Caste: The Origins of our Discontents* by Isabel Wilkerson. We are now shifting from a book study to a learning community where members can suggest readings beyond books to learn more about how we can become an antiracist institution. This fall we will launch our new learning community structure by reading *From Equity Talk to Equity Walk*.

**Creating Systemic Changes on Campus:** This academic year, the taskforce will focus on creating a process for changing structures that need to be shifted to support equitable student outcomes and provide more access to our disproportionately impacted students. To kick off this work this year we will focus on creating a structure for students to report when they experience racial micro and macro aggressions on campus, forming a response team to address when racial microaggressions occur, and developing a plan for professional development opportunities for our community to better understand and prevent racial microaggressions.

# Cuyamaca & Grossmont Collaborations

**Equity in Employment Taskforce:** A district-wide, cross-functional team, who is charged with carrying out the GCCCD Board of Trustees' Reform Strategy to create an environment that supports student success by improving diversity in hiring so that our employees reflect the rich diversity of our students. The implementation focuses on informing and guiding the revision and/or establishment of racially equitable hiring processes within district policies, procedures, practices, recruitment, committee composition, onboarding, and retention.

**ThRIVE:** Thrive, Retain, Invest, Validate, Engage is an employee retention program, led by Moriah Gonzalez-Meeks and Taneisha Hellon, that works to improve campus culture and climate using data and by promoting equity-minded and anti-racist mindsets; to build community and facilitate networking; to orient employees to their campus; and to provide support, resources, and professional development through a series of workshops and events each semester.

**EEO Training:** Working jointly to support the work of EEO faculty leads, Ms. Karen Marrujo and Ms. Sharon Sampson in cooperation with Human Resources Director, Ms. Nashona Andrade in developing a robust EEO training program to best prepare individuals for role of EEO representative in hiring practices.

**Outreach:** With support of Human Resources the colleges have collaborated to represent and or showcase our district at various conferences (HACU, UMOJA, NCORE, A2MEND) focused on promoting student success for historically racially marginalized communities.



# Regional Diversity, Equity, Inclusion and Accessibility Efforts:

**Justice, Equity, Diversity, & Inclusion Council (JEDI):** A collaborative of equity-focused practitioners in the San Diego region of the California Community Colleges focused on leveraging resources to support our collective mission to dismantle systemic inequities including anti-Blackness and work in solidarity to build cross-cultural partnerships that help to sustain equitable, anti-racist educational structures that lead to thriving communities.

**USC Race and Equity Center Convenings:** Over the past two years, the University of Southern California (USC) Race and Equity Center has been hosting monthly e-convenings focused on an array of topics of professional development for participating California Community Colleges (CCCs). Cuyamaca and Grossmont Colleges have been one of the many participating CCCs, providing classified staff, administrators, and faculty the opportunity to attend an e-convening.



**QUESTIONS**