

Chancellor Eloy Ortiz Oakley



The Vision for Success and Integrating Diversity, Equity, and Inclusion

Eloy Ortiz Oakley, Chancellor

Vision Goals

1. Increase credential obtainment by 20%
2. Increase transfer by 35% to UC and CSU
3. Decrease average unit obtainment for a degree to 79
4. Increase employment for CE students to 76% in their field of study
5. Reduce and erase equity gaps
6. Reduce regional gaps

Commitments

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

Aligning Resources & Programs to Put Students First



POLICY CONNECTIONS
 Examples include Equitable Placement (AB705), Associate Degrees for Transfer, California Promise, and regulatory reforms.

FISCAL REFORM
 Examples include Student Centered Funding Formula, Guided Pathways allocations, and Student Equity and Achievement Program.

PROGRAM ALIGNMENT & SUPPORT
 Examples include Strong Workforce Program, Student Success Metrics, Vision Resource Center, investment in faculty and staff, regional support, and local board goals.

California Community Colleges Call to Action

1. Systemwide review of police and first responder training and curriculum. (ASCCC, CTE Deans and Faculty)
2. Campus leaders host open dialogue and address campus climate. (CEO's, District Leaders, Campus Police, CSSO's and their Student leaders)
3. Campuses audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum. (Faculty, CIO's, CSSO's, ASCCC)
4. District Boards review and update your Equity plans with urgency. (Chancellor's Office, All Campus Leaders, and District Trustees)
5. Shorten the time for the full implementation of the DEI Integration Plan (DEI Implementation Workgroup, Consultation Council and Chancellor's Office)
6. Engage in the Vision Resource Center "Community Colleges for Change." (Everyone)

Diversity, Equity, and Inclusion is not a “problem” for one organization to “fix”; it is an **opportunity** to **break silos** and create a nurturing **anti-racist** campus that is **reflective** of the diversity in California to **better serve** our students.

ACHRO LEADING THE WAY

Statewide DEI Implementation Workgroup areas of focus:

1. Recruitment
2. Hiring
3. Retention

- ✓ **Courageous dialogue.** Analyze and agendize your data for discussion with your labor partners and your leadership team.
- ✓ **Intentional commitment.** Embed diversity, equity, and inclusion into negotiations.
- ✓ **Clear goals.** ACHRO members are the experts in hiring and equal employment opportunity.

Thank you!