**USC Equity Leadership Alliance**

**Topic: Creating Equitable Pathways to Leadership Roles for Employees of Color**

**Session#11** 7-16-2021

Debrief date: 7-16-2021

**Attendees:** Maria Aguilar Beltran, Stephanie Clark, Claire Coyne, Basti Lopez, Ozzie Madrigal

**Debrief:**

* This is an opportunity for our college to rethink working conditions, in particular for employees of color, which based on the data have been the most impacted by this pandemic. We need to consider permanent options for flexible work schedules. Employees can benefit from more balanced workloads.
* We should also consider staff that are parents, single parents, those taking care of other family members. As this continues to be a concern to employees that continue to be caretakers.
* We need to hold our leadership at all levels including faculty accountable for paying closer attention to supporting employees of color. We have no way of quantifying what this would look like? How it would be measured? Can it be a part of the annual review process?
* Action Item: Create mentoring of employees of color and women at our campus as a way of bringing people up. It creates opportunities to build connections. In particular being mindful of how to support women in general at the college given that much of the power is patriarchal.
* We need to focus on studying and understanding how we have help support women and people of color and take a stock of who is good at this and talk to them to help us develop the systems and structures to provide genuine and authentic support.
* Work life balance, non-faculty took on the role of nurturing the community. This brought a lot of exhaustion to classified partners who would show up again and again at food drives and other monthly evens hosted by the college. It got really tiring to see that it was the people of color that are stepping up at our college. This work is not acknowledged and celebrated. In particular for classified staff. Supporting our classified with setting healthy limits, boundaries, etc.
* We need to not tax our people of color to wear the burden of doing the DEI work.
* PD and ongoing workshops that center equity and social justice are needed, in particular the development of practices and curriculum across the campus. This is part of the shift using the Equity Framework and focus on professional piece which center practices, services, and the learning environment of students.
* We need to pay attention to who continues to be in the room when we are hiring. We will not get the diversity we say we want, until we diversify who is in the room for hiring. We need to challenge institutional practices. Here are some critically reflective questions we should ask:
  + How diverse are our faculty chairs? Not very diverse if we took the time to evaluate that as a campus.
  + Who is chairing or leading the hiring committees?
  + Are we asking the right questions?
  + Can we have a legitimate unbiased rubric for hiring?
  + Our evaluation practices need to be re-examined.
  + How do we really create strategic systemic change?
  + How do we recognize the gaps?
* Blind screening and removing certain information such as name, degree, etc.
* We need an EEO training follow-up not just a repetition of the same training every year. We need to be uniform, and have consistent messages across the campus. This should include a district wide calendar of PD events.
* DEI and Academic Freedom how do we ensure that faculty maintain their freedom to teach.
* Implement Leadership Acceleration Academy (This is a resource that will be sent with materials. We have permission to replicate this program in any way we se it fit for our college)
* There needs to me more collaboration with the District and our campus Equity efforts in order to make the transformative changes that are long lasting for the college and district.

**Session Notes:**

**Why are there so few People of Color in Leadership positions?**

* 1. Implicit associations-association of people with particular roles (implicit bias).
  2. No programs specifically to accelerate the careers of employees of color- Even though we say we want it there is no action. Campaign for college opportunity report- Analysis of people in leadership
  3. Raceless career acceleration efforts-
  4. Too few leaders of color to tap, advocate, sponsor, and disrupt. (POC we see now were literally tapped!!! Yes so true) We need our white colleagues to support the tapping and promotion of POC.
  5. White underinvestment-
  6. Too few opportunities to be seen and to lead
  7. Racism- interpersonal, personal have racist views of POC. This is rooted in the foundation of the institution.
  8. Intersection of racism and other-isms a phobias

Glass ceiling

Bamboo ceiling- this relates to Asian Pacific Islander community.

**Actions:**

**What can all of us do to promote BIPOC employees at our campus?**

1. Learn from other campuses- Skyline College, call them
2. Analyze the trajectories of people of color serving in leadership roles
3. Take stock of leader's actions and investment in employees of color- where is our metric to review our efforts to diversify our faculty, leadership, and classified body?
4. Set clear goals, continuously measure, incentivize, hold accountable, and make transparent.
5. Internal pipeline acceleration academy- part of the tools that will be shared. We can adapt it for the campus.
6. Pipeline acceleration academy for California Community Colleges- USC is interested in developing this. USC has a framework that will be shared with us and can use.
7. Manager training series- All need to be trained how to support, invest, and help advance people of color. Concurrently- we need to upscale our white folk to teach them how to bring the diversity to our campuses.

How do we recover of the racialized and gender effects of COVID at our CC system? How do we specifically help woman of color as we physically return to campus? An example, shared by Dr. Shaun Harper. He sent the 25-faculty working in his department an email asking who wanted to continue working remotely and overwhelmingly the woman of color took that because most of them of dealing with additional responsibilities that require they continue to balance a work schedule that provides this flexibility. He does not have 25 individual offices, so there is a need to have to rethink our work spaces.

**How do we ensure that BIPOC and Woman of color are not left out of the decisions that are occurring at the college? (The ideas discussed by all 20+ groups will be shared with the resourced include so colleges can see review other ideas shared by all the participants.)**

1. Committees and shared governance by-laws should be reviewed to explicitly state the commitment of creating clear visible goals that include opportunities to support a more diverse representation and mentoring of leaders to include BIPOC, BIPOC Women, Women, LGBTQI+ that lead and/or co-lead our committees and other governance structures.
2. Have intentional conversations with woman of color at our colleges and offer to support them and encourage informal mentoring of through existing organizations and affinity groups. We need to make sure the voices include classified, management, faculty, and students.
3. Managers should invite the voices of classified woman of color to spaces where decision and issues are being discussed and encourage them to participate and elevate their voices to be seen and heard. We should be mindful to now perpetuate their role as "just support staff that takes notes".