

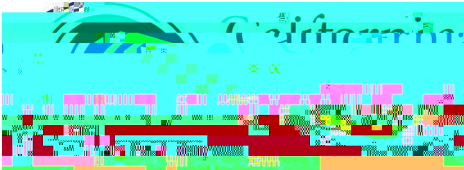


Jane

Dear California Community College Family

A year ago we launched the Chancellor's Call to Action, and during our system webinar and the follow-up with a letter on June 1, 2016. The purpose of this letter is to update you on our progress and to add two important areas of focus to this work. As a system, we have grown more resilient and confident about equitable student outcomes and the structural redesigns that we need to lead. Many of you have shared how meaningful the Call to Action has been to you and our community. It has provided us the momentum to strengthen our local implementation of the Vision, Success, and an opportunity to engage every community member to learn and grow alongside us. We have accomplished much in the past year, but our work is far from finished.

1. UPDATE: A System-wide



2. tTcT0e0c

00



- 4. UPDATE: District Boards review and update your Equity plans with urgency.** In the last year colleges have responded to the Call to Action with urgency in their efforts to revise their equity plans and more broadly ensure equity is centered in every aspect of the planning and implementation processes. The Chancellor's Office partnered with the Center for Urban Education and released the results of the Student Equity Plan Review Report, an in-depth racial equity focused analysis of the equity plans submitted by the colleges. The report reaffirmed the urgency



6. UPDATE: Join and engage in the Vision Resource Center “Community Colleges

for Change.” The Vision Resource Center provides a system with a place for peer learning and sharing and tools to support professional development to drive institutional change equity and student success. Since Chancellor Oakley’s Call to Action was issued in June, thousands of professionals have engaged in the CCCs for Change community on the VRC, gaining access to resources related to institutional racism diversity equity and inclusion.

You have been bold, but there is so much more work for us to do together. As we maintain momentum, we need to systematize our transformational change. This will require us to intentionally build and integrate an anti-racist campus culture into every district, campus, department, classroom, professional meeting, convening, workgroup, and committee. This will require all of us, including our students, Chief Executive Officers/Chancellors, Trustees, Academic Senates, faculty, classified staff, and labor partners, to address these key issues:

- a. Colleges must evaluate their post-completion outcomes through an equity lens, recognizing the disproportionate impact the pandemic had on our students and especially historically marginalized and minoritized students. This should include a review of the data related to transfer outcomes, employment outcomes, and wage gains. Using the disaggregated post-completion student outcomes, colleges should re-evaluate their policies, procedures, and practices for supporting and expanding access, equity, and net worth building to strengthen equitable outcomes.
- b. Alignment of our investments and use of resources to our equity priorities. Through courage and intentional leadership, we can re-evaluate our investments with equity at the forefront. This will mean working together to mobilize the right combination of resources that create welcoming, high-quality learning experiences, leading students to success, especially students. Much data proves we have long been left behind. Through resource equity, colleges can help every student live a life of their choosing, so that race and family income no longer predict their trajectory. We ask district and campus leaders to have the difficult conversations and integrate equity priorities into resource allocation decisions. Begin with the data and ask the tough question.

