



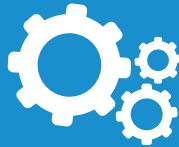
2020-2021 Mid-Year Progress Report

Commission Structure

The President's Commission on Diversity & Inclusion is divided into 3 sub-committees focused on the following



Policy



Practice



People

Subcommittee Roles



Policy: This sub-committee is tasked to review current CCGA policies and make recommendations that support diversity & inclusion across the college



Practice: This sub-committee is tasked to review and recommend best practices to support diversity & inclusion in CCGA programs, services, and initiatives



People: This sub-committee is tasked to review and recommend strategies to increase campus diversity and foster CCGA's partnership with surrounding communities

Fall 2020 Accomplishments



Policy Subcommittee Fall Accomplishments

1. Worked with Human Resources to update the language on CCGA job postings to encourage a greater diversity of applicants.
2. Supported campus efforts to implement "Preferred Name" Policy which allows for individuals to adjust the way their names appear in some campus systems

Practice Subcommittee Fall Accomplishments

1. Worked with Human Resources to secure licensing for mandatory diversity training for faculty & staff
2. Worked with Student Life and Student Government to develop strategies, additional trainings, and resources for student-centered diversity initiatives

People Subcommittee Fall Accomplishments

1. Benchmark current institutional data around student, faculty, and staff diversity
2. Benchmark strategic community partnerships to increase and support campus diversity



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Policy Subcommittee Ongoing Work

1. Evaluating staff, faculty, and students handbooks to make recommendations to:
 - a. Update language to reflect inclusion
 - b. Identify growth areas to strategically increase institutional diversity
 - c. Standardize equitable inclusion policies
 - d. Integrate national best practices to increase inclusion & diversity
2. Recommending updates to student course evaluations and staff evaluations to promote inclusion

Practice Subcommittee Ongoing Work

1. Designing & launching a new CCGA diversity website
2. Developing protocols for Bias Response and Reporting on-campus
3. Creating a formal annual feedback experience to support diversity & inclusion engagement via annual campus climate survey

People Subcommittee Ongoing Work

1. Establishing recommended metrics and targets to increase campus diversity
2. Developing intentional spaces for various affinity groups across campus

Sub-Committee Members



Policy: Dr. Roscoe Scarborough (chair), Dr. Aurora Ramos Nunez, Kelsey Rios, Jesse Watkins, & Jimia Nightingale



Practice: Dr. Neda Moinolmolki (chair), Julia Cieszeski, Tiffany King, Dr. Courtenay Miller, & Chartaisa Ervin



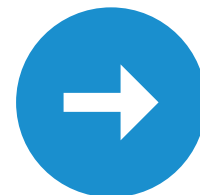
People: Dr. Gerard White (chair), Stephen Shehan-Nichols, Kelsie Farley, Ada Ramirez Joaquin, & Ness Montoya

Big Ideas



Develop Annual Diversity Summit to Promote various CCGA programs, research, etc., that focus on Diversity & Inclusion

Next Steps



Current commission members will continue the work of the Commission through the next academic year. Relevant updates and progress will be shared each semester.