



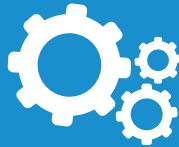
Fall 2021 Progress Report

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

Recent Accomplishments



Policy Subcommittee Accomplishments

1. Worked with Faculty Senate to propose updated language to course evaluations to reflect inclusive practices
2. Established permanent positions of "Chair of Diversity" and "Chair of Inclusion" to Student Government Association

Practice Subcommittee Accomplishments

1. 100% completion rate for required diversity training.
2. Established permanent member of cabinet to focus directly on diversity, equity, and inclusion initiatives

People Subcommittee Accomplishments

1. Recommended metrics and targets to increase faculty, staff, and student diversity on campus.
2. Developed community partnerships to increase and support campus diversity



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Policy Subcommittee Ongoing Work

1. Establish standing committee on diversity and inclusion on the faculty senate and staff assembly
2. Develop recommendations to add diversity-related prompts on staff performance evaluations
3. Develop recommendations to support/prioritize local, minority, women and/or family-owned businesses.

Practice Subcommittee Ongoing Work

1. Design diversity resource page on campus intranet.
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. Develop intentional spaces for various affinity groups across campus
2. Develop recommendations to achieve metrics establish to support greater campus diversity.

Sub-Committee Members



Policy: Dr. Roscoe Scarborough (chair), Dr. Nicole Pankiewicz, Dennis Irving, Jesse Watkins, & Jimia Nightingale



Practice: Tiffany King (chair), Julia Cieszkeski, Dr. Kyle Fox, Ryan George, & Chartaisa Ervin



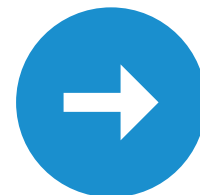
People: Dr. Aurora Ramos Nunez (chair), Stephen Shehan-Nichols, Dr. Matt Mosley, Ada Ramirez Joaquin, & Ness Montoya

Big Ideas



Working with campus leaders to integrate diversity, equity, and inclusion into campus Strategic Plan and Master Plan process.

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.