

**BEFORE THE BOARD OF TRUSTEES OF THE
COMPTON COMMUNITY COLLEGE DISTRICT**

**RESOLUTION NO. 05-18-2021A
AFFIRMING COMPTON COMMUNITY COLLEGE DISTRICT
COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

WHEREAS, Compton Community College District’s Mission Statement asserts that Compton College is a welcoming and inclusive community where diverse students are supported to pursue and attain student success. Compton College provides solutions to challenges, utilizes the latest techniques for preparing the workforce, and provides clear pathways for completion of programs of study, transition to a university, and securing living-wage employment; and

WHEREAS, the diverse student population of Compton Community College District is one of its greatest assets and closely reflects the diverse population of California, as 61% of its students are Latinx, 4% are White, 7% are Asian, 23% are Black, <1% are Native American, and 1% are Pacific Islander; and

WHEREAS, diversity enriches the educational experience through the exchange of different ideas, beliefs, experiences, and perspectives; promotes personal growth because it challenges stereotypes, preconceptions, and bias; encourages critical thinking, and helps people learn to communicate effectively with others of varied backgrounds; and

WHEREAS, diversity strengthens communities; prepares students to become globally responsible citizens in an increasingly complex, global society; fosters mutual respect and teamwork; helps build communities whose members are judged by the quality of their character and contributions; enhances the nation’s and the state’s economic competitiveness because it brings together individuals from varied and different backgrounds and cultures into the workplace; and

WHEREAS, there are significant equity gaps in completion rates among student populations, and the *Vision for Success* calls on the system to integrate equity throughout all efforts to increase student success and to eliminate those equity gaps by the year 2026-27; and

WHEREAS, Compton Community College District has adopted goals centered on improving students’ success, including improving recruitment, enrollment, retention, and completion rates for students, supporting the success of all students to meet their education, and career goals, supporting the success of students through the use of technology, offering excellent programs that lead to degrees and certificates in Allied Health and Technical fields, and establishing partnerships in the community and with the K-12 schools; and

WHEREAS, faculty and staff diversity is a driver for the educational achievement and the social mobility of students; documented by established peer-reviewed literature that affirms that students who benefit from a racial and ethnic diverse faculty are better prepared for leadership, citizenship, and professional competitiveness; and

WHEREAS, recognizing the importance of faculty and staff as key drivers of student success, the Board of Governors of the California Community Colleges has adopted the Diversity, Equity, and Inclusion Integration Plan, consisting of 68 hirings, recruitment, and retention strategies to address

the lack of diversity among full-time and part-time faculty, classified staff and educational administrators. The Board of Governors also adopted title 5 regulation changes acknowledging that racism, discrimination, and biases exist, and the goal is to eradicate them from our system and embrace diversity; and

WHEREAS, Compton Community College District is a public California Community College District and accepts the responsibility to address the needs of the diverse institutions and populations within its service area; and

WHEREAS, Compton Community College District has taken the following actions to support diversity, equity, and inclusion at Compton College:

- Board Policies: Updating Board Policy 7100 - Commitment to Diversity, Board Policy and Administrative Regulation 3420- Equal Employment Opportunity
- Human Resources: creating the [Faculty and Administrator hiring action plan](#) to address underrepresentation in current staffing, in consultation with the [USC Center for Urban Education's report and recommendations](#)
- Equal Employment Opportunity Plan: updating the [2020-2023 Compton College Equal Employment Opportunity Plan](#) that includes 19 measures in developing and maintaining an institutional commitment to diversity
- Equity Plans: Hired a Director of Basic Needs who will assist the President/CEO through collaborative governance with reviewing and updating the Student Equity Plan with actions to uplift the most vulnerable and socially disadvantaged students in our system
- Professional development: targeted efforts, training, series, and workshops to support increased cultural competencies among staff and faculty and understand implicit bias
- Campus climate and curriculum: creating a roadmap through [Compton Community College District's Response to the Chancellor's Call to Action](#) to facilitate campus dialogue, open forums (Breonna Taylor, storming of the Capitol, Georgia shooting), inclusive classrooms, and anti-racist curriculum, including an ethnic studies course requirement for students to graduate

WHEREAS, Compton Community College District passed [Resolution #06-16-2020A Affirming Our Commitment to Student Success for Black and African American Students](#), [Resolution #06-16-2020F Affirming Compton Community College District Commitment to Faculty and Staff Diversity](#), and [Resolution #04-20-2021 Condemning the Recent Surge in Hate Crimes Targeting Asian Americans and Pacific Islanders \(AAPI\)](#).

NOW THEREFORE BE IT RESOLVED, that we, the Compton Community College District Board of Trustees, hereby reaffirm our support for diversity in faculty and staff hiring strongly; diversity among faculty, students, staff, and programs; and expect everyone in the Compton Community College District community, through their roles and responsibilities, to implement the District's diversity initiatives and maintain a climate of respect, civility, anti-racism, and inclusion as part of the institution's commitment to educational excellence; and be it further

RESOLVED that Compton Community College District Board of Trustees will support and implement the recommendations from the California Community Colleges Chancellor's Office

Vision for Success Diversity, Equity and Inclusion Task Force Report dated April 24, 2020, and biannually participate in implicit bias and cultural competency training; and be it further

RESOLVED, the Compton Community College District Board of Trustees shall publicly review, on an annual basis, the District's compliance with the California Education Code Equal Employment Opportunity standards and Chancellor's Office Certification Form that incorporates multiple methods to address diversity, including, but not limited to, board policies and adopted resolutions; incentives for hard-to-hire areas/disciplines; focused outreach and publications; procedures for addressing diversity throughout hiring steps and levels; consistent and ongoing training for hiring committees; professional development focused on diversity; diversity incorporated into criteria for employee evaluation and tenure review; grow-your-own programs; an analysis of why staff leaves the District; and the make-up of hiring committees.

PASSED AND ADOPTED, Resolution No. 05-18-2021A Affirming Compton Community College District Commitment to Diversity, Equity, and Inclusion was adopted and confirmed by the Governing Board of the Compton Community College District of Los Angeles County on May 18, 2021.

AYES:

NOES:

ABSTAIN:

ABSENT:

Sonia Lopez, President
Compton Community College District
Board of Trustees

I hereby certify that the foregoing is a full, true, and correct transcript of a resolution duly adopted by the Governing Board named therein at a duly constituted meeting of said Governing Board held on Tuesday, May 18, 2021, as it appears upon the minutes of the said meeting on May 18, 2021.

Keith Curry, Ed.D., Secretary to the
Governing Board Compton Community
College District