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Interactive Activity #2

Instructions

1. Based on your breakout room number, review the same numbered competency and Chancellor's Office Recommended Description.
2. Reminder: “**Criteria**” refer to the elements used in employee evaluation and tenure review processes to measure performance. [§ 52510.g](#)
3. Discuss the following questions for 10 minutes:
 - a. Which of the recommended descriptions stands out to you and why?
 - b. In your role, what do you currently do (or have done) that would demonstrate a contribution to this criteria?
 - c. What type of professional learning and/or institutional support would help you strengthen your professional practice in this criteria theme?
4. If there is time, feel free to brainstorm ideas for developing your own description that is tailored to your college/district.

The following activity is based on the Chancellor's Office [DEIA Competency and Criteria Recommendations](#)

Breakout Room #1: Accessibility

Criteria – Accessibility

Understanding that a person with a disability is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. The person with a disability must be able to obtain the information as fully, equally and independently as a person without a disability. Although this might not result in identical ease of use compared to that of persons without disabilities, it still must ensure equal opportunity to the educational benefits and opportunities afforded by the technology and equal treatment in the use of such technology.

Chancellor's Office Recommended Description for Accessibility

- Provides students or employees with written and/or electronic procedures on how to obtain additional support and resources for accommodation.
- Utilizes and provides students with universally accessible and useable electronic documents, resources, and technology.
- Demonstrates flexibility in delivery of instruction or services specific to one's role that is responsive to the needs and strengths of students impacted in various ways.
- Ensures students can access information and demonstrate their knowledge.
- Ensures that students who require accommodations receive equitable support in a timely manner.
- Takes action to regularly review policies, procedures, or practices to remove accessibility barriers to instruction, employment, technology, campus services, programs, facilities, and other areas to ensure inclusivity and access of people with a diverse range of characteristics.
- Strives to develop skills in the use of accessible technology and integrates into one's work practices and consults with campus and statewide accessibility resources to enhance this skill.

Breakout Room #2: Connected to Mission, DEIA Environment, and Employee Interactions

Criteria – Connected to Mission

Understanding and contributing to DEIA and anti-racist efforts to support the mission of the college, district, and the California Community Colleges.

Chancellor's Office Recommended Description for Cultural Competency

- Articulates the connection of DEIA and anti-racist efforts to the institution's mission and the Vision for Success.

Criteria – DEIA Environment

Promoting respectful and inclusive work environments.

Chancellor's Office Recommended Description for DEIA Environment

- Promotes and contributes to a diverse, inclusive, accessible, and anti-racist and anti-ableist environment for students, colleagues, and community members.

Criteria – Employee Interactions

Encouraging collaboration and empathy among diverse employees. Supporting equitable recruitment, retention, and engagement practices.

Chancellor's Office Recommended Description for Employee Interactions

- Recruits, hires, and retains diverse faculty and staff from minoritized communities and diverse backgrounds, especially those adversely impacted.
- Introduces new employees to the institution and system's focus on DEIA and anti-racism and the expectations for their contribution.
- Promotes and contributes to a respectful, diverse, and equitable campus and work environment.
- Respects and acknowledges the diverse cultural and ethnic backgrounds of colleagues.
- Engages in supportive behaviors and attitudes to foster a positive and inclusive campus and work environment.
- Demonstrates the ability and willingness to communicate effectively with people of diverse backgrounds and experiences to create a collaborative community.
- Considers and includes diverse perspectives and opinions.
- Shows respect, compassion, and empathy for others.

Breakout Room #3: Pedagogy/Curriculum and Professional Development

Criteria – Pedagogy/Curriculum (Faculty only)

Accommodating diverse learning styles and implementing culturally affirming teaching strategies.

Chancellor's Office Recommended Description for Pedagogy/Curriculum

- Develops and implements a pedagogy and/or curriculum that promotes a race-conscious and intersectional lens and equips students to engage with the world as scholars and citizens.
- Develops and implements a pedagogy that promotes equitable access and diverse perspectives.
- Develops and implements a pedagogy that fosters an anti-racist and inclusive environment for minoritized students and their intersectional identities.
- Demonstrates an ability to teach culturally affirming pedagogy.

Criteria – Professional Development

Engaging in continuous growth and learning in DEIA and anti-racist understanding to enhance knowledge, skills, and abilities to serve the diverse needs of students and staff of the college, district, and California Community Colleges.

Chancellor's Office Recommended Description for Professional Development

- Commits to a continuous cycle of self-growth and progress by participating in DEIA professional development and learning opportunities.
- Provides professional development and learning opportunities for students, faculty, and staff to participate in and advance DEIA and anti-racist strategies.

Breakout Room #4: Self-Assessment and Service

Criteria – Self-Assessment

Engaging in self-assessment of personal commitment to DEIA. Identifying and addressing internal biases. Acknowledging the impact of behaviors on diverse communities.

Chancellor's Office Recommended Description for Self-Assessment

- Participates in a continuous cycle of self-assessment of one's growth and commitment to DEIA and acknowledgement of any internalized personal biases and racial superiority or inferiority, or ideas of normalcy.
- Demonstrates the implementation of DEIA and anti-racism practices in teaching and/or service in the evaluation process.
- Assesses student outcomes and progress to close equity gaps as outlined in the Vision for Success.

Criteria – Service

Advancing DEIA in institutional and community contexts. Supporting student success through inclusive service and mentorship..

Chancellor's Office Recommended Description for Self-Improvement

- Advocates for and advances DEIA and anti-racist goals and initiatives.
- Leads DEIA and anti-racist efforts by participating in DEIA groups, committees, or community activities that promote systemic and cultural change to close equity gaps and support minoritized and marginalized groups.
- Contributes to student life on campus and supports diverse students beyond the classroom.
- Includes a DEIA and race-conscious pedagogy and/or curriculum in campus activities for students, faculty, and/or staff.
- Understands and applies asset-based student-centered practices and activities that recognize students' lived experiences, strengths, and capabilities and empowers students to take ownership of their learning experience (e.g., Competency Based Education, Credit for Prior Learning, etc.).
- Commits to the success of minoritized and marginalized students by providing specific opportunities to access educational pathways and opportunities for academic and career success (including academic and non-academic advising, mentorship).

YCCD DEIA Activity Sheet – Interactive Activity #1

- Develops and implements student programs and activities that incorporate a race-conscious and intersectional lens and equips students to engage with the world as scholars and citizens.
- Creates an inclusive and accessible learning and working environment by valuing differences among colleagues and students and recognizing the ideological disproportionate impacts on historically minoritized racial groups.
- Contributes to DEIA and anti-racism research and scholarship.