

# Sample Classified and Management In-service Reflecting Culturally Responsive Service -KCCD Equity Training Series Announcement

**From:** [Danielle Hillard](#)  
**Subject:** KCCD Equity Training Series (ETS) - Cerro Coso Community College  
**Date:** Wednesday, October 21, 2020 1:37:54 PM  
**Attachments:** [image001.jpg](#)  
[image004.png](#)  
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**Importance:** High  
**Sensitivity:** Private

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Dear Management,

First, I want to thank you all for the leadership you provide to the staff and students throughout our District. Back in 2017, the State Chancellor’s Office put out a charge to 116 colleges that serve more than 2.1 million students annually, to meet the Vision for Success goals. The charge states “To meet California’s needs, the California Community College system should strive to achieve the following goals by 2022. To reach the ambitious system-wide goals proposed above, each college will need to do its part.” For Kern Community College District to do its part, I need your assistance.

One of the goals to meet by 2022 is to reduce achievement gaps by 40% and eliminating them within 10 years. Data shows that more than 50% of the students served in California are underrepresented. This state goal and others, and correlates to Title 5, section 53024.1, stating that “[e]stablishing and maintaining a richly diverse workforce is an on-going process that requires continued institutionalized effort.”

During this pandemic, protests over injustice have ignited a long tabled conversation about race, racism, and antiracism in our society. “It didn’t take much time before it became very evident that many of us struggled with the appropriate concepts, definitions, frameworks, and approaches to engage in meaningful change,” according to Lasana O. Hotep.

This is where you come in! As educational leaders, we recognized an opportunity for us to “get it right” around race, equity, antiracist practices, and its impact on our colleges’ staff, students, and communities at large. I’m asking for you to lean into this moment with me, and welcome Lasana O. Hotep.

Lasana O. Hotep is an antiracist/antixist educator, strategic thought partner, and transformative executive coach. For over 20 years, Lasana has served at the p12, community college, and university levels as a classroom teacher, racial justice advocate, and equity-advancing administrator. He is also the founding Executive Director of the Equity Institute at Skyline College where he established the Equity Summit, Equity Academies, and award-winning Equity Training Series (ETS).

Mr. Hotep will be conducting in-service training on equal employment opportunities (including training on implicit bias); best practices on issues related to diversity, and professional development focused on supporting diversity.

The Equity Training Series (ETS) features a different competency, cultural community, or framework centering antiracism and educational equity. The ETS will be a cohorted (no larger than 46) experience with two (2) cohorts for the fall and two (2) for the spring. Each cohort will engage in four (4) professional learning experiences. These workshops will be facilitated by subject matter experts. The participants will have to produce a final project incorporating their competencies, skills, and talents. The topics are as follows:

<u>Experience 1</u>	<u>Experience 2</u>	<u>Experience 3</u>	<u>Experience 4</u>
<b>Becoming A Racially Literate</b>	<b>Impact of Socioeconomic Status</b>	<b>Creating a Culture of Success for Male</b>	<b>Evolving from LatinX Enrolling to LatinX</b>

Educator	on Student Success	Students	Serving Institution
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The program will provide the following staff development experiences:

- ✓ Kern Community College District (KCCD) leadership at the District and College levels will have a baseline understanding of educational equity and anti-racist frameworks
- ✓ KCCD Chancellor's Cabinet will be prepared to lead centering equity
- ✓ KCCD Executive Leaders will have a Community of Practice rooted in equity-advancing literature and practices
- ✓ KCCD managers who complete the Equity Training Series will develop an equity-minded project or program that's applicable to their daily work
- ✓ KCCD leadership as a collective will have the theories, literature, and practices needed to advance racial justice throughout the organization

As Mr. Hotep has stated, "Currently, our nation is battling two pandemics. One is a public health crisis in the form of the novel coronavirus, the other is a reckoning with racism." Our time is now. This **mandatory** training will set us on the path to success...success for our students, success for our staff, and success for our stakeholders!

Mr. Hotep will be in contact with you through my Executive Assistant, Danielle Hillard, who is also serving as the liaison for this training series. As I stated above, this is mandatory for all management. I appreciate your commitment to the colleges and the District as a whole. The mission of the Kern Community College District is to provide outstanding educational programs and services that are responsive to our diverse students and communities. We will meet the goals set by the state and our Board of Trustees to ensure future generations of students and staff receive just that.

Warm regards,



Thomas J. Burke  
Chancellor

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## Agenda for Administrative Workshop

Admin Advance  
May 23, 2019  
8:30 – 4:00  
Community Room

- 8:30 – 9:00 Eat and Greet!
- 9:00 – 12:00 “From Philosophy to Action: Equity and Inclusion at Cerro Coso College”
- Facilitator: Dr. Dawn R. Person  
Professor, Educational Leadership  
Director, Center for Research on Educational Access and Leadership  
(C-REAL)
- 12:00 – 12:45 Lunch and Celebration of Longevity
- 1:00 – 3:00 The Office of Institutional Research was tasked with investigating the factors leading to the significant decline in course enrollments at Cerro Coso, particularly at the IWV Main Campus. With support from the Outreach Office, our researchers conducted a comprehensive mixed-methods research study during Spring 2019. The project used a cross-collaborative participatory action research design, which was comprised of researchers representing all college stakeholder groups that include **administrators, faculty, classified staff, and student leaders**. This presentation will be the follow up of the first official report-out on key findings and emerging themes taken from the study and suggestions that emerged from the table discussions.
- Facilitator: Ryan Khamkongsay
- 3:00-3:15 Break Time
- 3:15 – 4:00 Master Calendar Planning for 2019-2020
- 4:00 – 4:15 Main Building Grand Re-opening

Be Kind...  
Be Kind to Students, Be kind to each other, and Be kind to yourself



# Student Services All-Staff Agenda

- 10:00-10:15 One Common Thing
- 10:15- 10:45 Application/registration processes
- 10:45-11:00 Affirmed Name Process
- 11:00-11:30 Holistic/ Proactive Student Services/Coordinated Care
- 11:30-12:00 Athletics
- 12:00-12:45 Lunch
- 12:45-1:15 Student Profiles and other data
- 1:15-1:30 CDC Activity
- 1:30-2:00 Financial Aid
- 2:00-2:30 Basic Needs Updates
- 2:30-3:00 Professional Development
- 3:00-3:30 Communication and Upcoming Events and Activities