

Diversity, Equity & Inclusion

The Role of Boards and the Leadership Pipeline



Community College League of California
2019 Trustees Conference

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Association of Community College Trustees



- Advocates on behalf of community college boards
- Influences public policy
- Educates trustees
- Facilitates student success
- Places college presidents & other senior executives
- Conducts original research and analysis

Our Members...

- Boards of Accredited, not-for-profit 2-year colleges
- 5.7 million students
- 515 boards
- 6,500 trustees





We live our values.

The Community College Diversity Proposition



Reflecting our Values

The Reality: Race and Ethnicity



	Presidents	Trustees	Faculty	Students	2010 U.S. Census
American Indian or Alaska Native	1%	1%	1%	1%	1%
Asian	3%	2%	4%	7%	6%
Black or African American	9%	7%	11%	15%	13%
White	80%	76%	70%	50%	76%
Hispanic or Latino	5%	6%	9%	24%	18%
Middle Eastern or Arab American	1%	<1%	N/A	N/A	N/A
Multiple Races	2%	<1%	1%	3%	3%
Native Hawaiian or Pacific Islander	N/A	1%	1%	<1%	<1%
Other or unknown	N/A	4%	3%	N/A	

The Reality: By Gender



	Presidents	Trustees	Faculty	Students	2010 U.S. Population
Female	36%	38%	57%	56%	51%
Male	64%	55%	43%	44%	49%
Other or unknown	N/A	7%	N/A	N/A	N/A

EQUITY ACTION AGENDA

FOR COMMUNITY COLLEGE GOVERNANCE

with the endorsement of the
DIVERSITY, EQUITY, AND INCLUSION COMMITTEE



- For community college boards and CEOs
- Addresses:
 - Trustees' roles
 - Accountability and continuous improvement
 - Community engagement
- Asks key questions of boards
- Recommends policy for change

The logo for the Association of Community College Trustees (ACCT) is displayed in a large, bold, blue font.

The Board's Role in Advancing Diversity, Equity & Inclusion



As leaders, policy makers and advocates, trustees play a vital role in ensuring that equity, diversity, inclusion, access and economic opportunity are priorities for their institutions reflective of the communities they serve.

Board Must Lead Change



- President/CEO search should be inclusive & job description should reflect college's commitment to diversity, equity and inclusion.
- College mission statement should include commitment to diversity, equity and inclusion.
- Resources should be devoted to programs & services w/ demonstrated effectiveness in promoting diversity, equity and inclusion.
- Board should be unified in its commitment to promoting access, success & equity.

Policy Development



- Integrate equity agenda into institutional plans.
- Ensure that plans are distributed broadly and often among all staff and administrators.
- Conduct independent assessment of institutional practices in relation to equity access across all departments and divisions.
- Identify effective programs/practices improve educational outcomes for all students.
- Assess diversity of college leadership, including governing board.
- Develop CEO & board leadership transition plans that foster greater equity.

Accountability & Continuous Improvement



- Monitor Progress toward diversity, equity & inclusion.
- Regularly review disaggregated data on enrollment, retention, persistence, completion and other student success indicators.
- Develop accountability measures & monitor and assess progress.
- Report regularly progress and efforts to increase equity and inclusivity.

Community Engagement

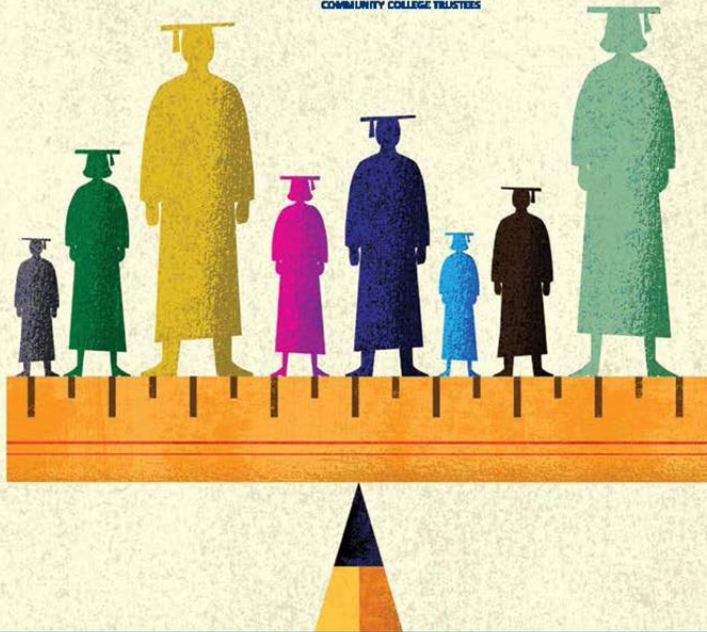


- Regularly review labor-market data and other economic indicators to meet community workforce needs.
- Assess current and projected demographic characteristics of the community.
- Determine whether characteristics are aligned, where gaps lie, and set goals and policies to effect change.

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ACCT

Download at www.acct.org
or request copies by
emailing
publications@acct.org.

How Can ACCT Help Your College?



Board Education



Networking



Federal-level
Advocacy



Tailored Community
College Board Service
Interventions



Information Designed
to Assist Meeting
Communities' Needs

Association of Community College Trustees

www.acct.org



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