Diversity, Equity & Inclusion

The Role of Boards and the Leadership Pipeline

Community College League of California
2019 Trustees Conference
May 5, 2019

J. Noah Brown & Emily Yim
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

<table>
<thead>
<tr>
<th></th>
<th>Presidents</th>
<th>Trustees</th>
<th>Faculty</th>
<th>Students</th>
<th>2010 U.S. Census</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian or Alaska Native</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Asian</td>
<td>3%</td>
<td>2%</td>
<td>4%</td>
<td>7%</td>
<td>6%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>9%</td>
<td>7%</td>
<td>11%</td>
<td>15%</td>
<td>13%</td>
</tr>
<tr>
<td>White</td>
<td>80%</td>
<td>76%</td>
<td>70%</td>
<td>50%</td>
<td>76%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>5%</td>
<td>6%</td>
<td>9%</td>
<td>24%</td>
<td>18%</td>
</tr>
<tr>
<td>Middle Eastern or Arab American</td>
<td>1%</td>
<td>&lt;1%</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Multiple Races</td>
<td>2%</td>
<td>&lt;1%</td>
<td>1%</td>
<td>3%</td>
<td>3%</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>N/A</td>
<td>1%</td>
<td>1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Other or unknown</td>
<td>N/A</td>
<td>4%</td>
<td>3%</td>
<td>N/A</td>
<td></td>
</tr>
</tbody>
</table>
## The Reality: By Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Presidents</th>
<th>Trustees</th>
<th>Faculty</th>
<th>Students</th>
<th>2010 U.S. Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>36%</td>
<td>38%</td>
<td>57%</td>
<td>56%</td>
<td>51%</td>
</tr>
<tr>
<td>Male</td>
<td>64%</td>
<td>55%</td>
<td>43%</td>
<td>44%</td>
<td>49%</td>
</tr>
<tr>
<td>Other or unknown</td>
<td>N/A</td>
<td>7%</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
• 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 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.
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