



FLEX DAY
AUGUST 18, 2020

*Continued Discussion: an Anti-Racism Framework
and 2020-21 Strategic Priorities for Cañada College*

Vice President Manuel A. Pérez & Dean Karen Engel

COLLEGE COMMITMENTS

We are Cañada College – a community of scholars and practitioners.

As a collective and as individuals we commit to:

- critically examine our behaviors and college practices for the conscious and unconscious ways in which we contribute to systemic racism;
- uplift stories and data about the impact of anti-Blackness, oppression, poverty, and racism in our communities;
- reimagine and build a community of learning and service based in anti-racism, social justice, and liberation;

We welcome and invite these commitments as essential components of an anti-racist and socially-just community for the students we serve, the community where we work, and the world we live in.

ANTI-RACIST AREAS OF IMPACT

Areas of Impact

- Hiring, Evaluation, and Retention
- Teaching and Learning with students
- Support Services and Resources
- Structures, Facilities, and Community Space(s)
- College Mission, Vision, Values

EDUCATION MASTER PLAN: STRATEGIC INITIATIVES WE WILL FOCUS ON NEXT YEAR

- Improve student completion by developing and implementing a comprehensive college-wide approach to enrollment management, student retention, and course scheduling
- Collaborate with K-12 and Adult School partners to promote relationships, seamless transitions, and alignment of pathways
- Expand and enhance marketing and effective communication of opportunities for students
- Establish a robust college-wide professional learning program that engages campus constituents while creating opportunities for innovative practices that support student success and promote equity
- Promote a campus culture that fosters a climate of inclusivity
- Institutionalize effective structures and best practices of Hispanic-Serving and Asian American and Native American Pacific Islander Serving Institutions in order to reduce the *obligation gap*.

[NOTE: These will include related Guided Pathways and Student Equity and Achievement Plan initiatives].