



Los Angeles Southwest College
Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Taskforce
Group Recommendations
Updated: March 24, 2021

AREA 1: Analyze the LACCD Racial Equity and Social Justice Framework and provide recommendations to the president on action items the campus can take to institutionalize.

1. LASC commits to divesting at least 20% from policing and investing that money in direct support and aid to increase student success. LASC vows to utilize resources from our Administration of Justice program, including faculty and student cadets to promote campus safety as an alternative to policing.
2. The LASC's Equity Plan will be updated to ensure that matters of racial equity and social justice are included in the plan with specific actionable items for accountability.
3. We recommend each LASC employee attend a minimum 3 PD related to IDEA annually. We also recommend performing a skills inventory of campus human and curricular resources to utilize for PD as alternative to external consulting.
4. To ensure that we are a data- driven institution, we recommend the Office of Institutional Effectiveness be properly funded and staffed. At minimum, staffing should include 1 Dean, 2 research analysts, 1 classified staff member, and 1 student worker.
5. We highly recommend hiring a grant writer. We feel is it imperative.
6. Ensure that the college institutionalizes a welcoming onboarding employee system within 60 days of start date that includes required effective sensitivity training.
7. No categorical (program 100) budgetary decisions should be made without following shared the governance process. We also recommend tracking and allocating SPF funding (specifically SEA funds) responsibly, and all SEA must be tied to the equity student success goals/outcomes.
8. We recommend that the college set a funding target annually to specifically address racial equity and social justice issues for your student body.
9. We recommend the racial equity and social justice funding target increase each year until outcomes show significant improvement and racial disparities and social justice outcomes.
10. Institutionalize and properly staff the UMOJA and Puente programs at LASC. At minimum, staffing should include 1 Coordinator, 1 instructional faculty, 1 counseling faculty, 1 classified staff member, and two student workers.
11. Ensure our words and actions are more than performative. Live our words and act when we encounter racism. Reference video: <https://uncch.hosted.panopto.com/Panopto/Pages/Viewer.aspx?id=5cb50aff-6dfb-4f4b-af0f-acf400327ea1>

AREA 2: Evaluate the processes and systems of the campus to create a safe and welcoming environment for our black and brown students and employees, creating one unified campus.

1. Conduct focus groups with all campus constituent groups about how best to create a safe and welcoming environment. (Incentivize student participation). The focus groups should be conducted by LASC BIPOC. (Best research practice: leader(s) of the focus group matches the demographic of the interviewees)
2. LASC Establish and implement restorative justice practices when student misconduct spills into the realm of policing. Note: We may need to bring in a professional trainer.
3. Establish wrap-around onboarding processes for staff and faculty to reduce high turnover. Staff and faculty do not feel supported; system built to marginalize.
4. Ask departments, programs to commit one goal directly related to addressing the issues of racism, inclusion, and equity on their NIPRs and IPRs.
5. Conduct Pre and Post Survey on how welcome Black and Brown students feel initially and after at least completing a semester of classes. The Pre can be completed during the first day of classes and the Post can be completed on the last day of classes before finals. (Of course, there will be some outliers because not all LASC students are Black and Brown but for the most part they are.)
 - a. Create conversations, workshops and student taskforce from the findings, including focus groups which will be selected from students who filled out the survey.
6. Create a survey regarding safety and welcoming for all employees to create campus-wide conversations from the findings, workshops, FLEX, focus groups, etc. This may also lead to:
 - a. Training Staff and Administration to build equitable and anti-racist environments.
 - b. Training Faculty to build upon equitable anti-racist classroom environments.
 - c. Evaluation should be continuous.

Please note: anywhere the campus does not possess the expertise/objectivity to carry out the above, grassroots BIPOC experts/consultants should be sought.

AREA 3: Evaluate college-wide data and operations to identify gaps that need to be addressed within the next college-wide equity plan.

1. To ensure that we are a data- driven institution, we recommend the Office of Institutional Effectiveness be properly funded and staffed. At minimum, staffing should include 1 Dean, 2 research analysts, 1 classified staff member, and 1 student worker.
2. IE office will be a repository for all surveys and campus related research.
3. All campus data and survey results shared with relevant campus committees.

Note: IDEA team evaluated limited available data, however not sufficient to identify gaps. Recommendations 1 & 2 will solve this challenge.

AREA 4: Recommend a local statement for LASC to adopt based on the district framework that can help steer our college into the future.

LASC strives to be 1) an institution where action and commitment to student success is data driven, 2) transparent, and 3) accountable to our college community. We adhere to meeting the needs of students to ensure that anti-racism prevails, and we work collaboratively to eradicate all forms of marginalization and oppressive behaviors in our college culture and campus community. With racial equity and social justice in mind, LASC supports reimagining our budget, divesting from policing, and investing in more direct support and aid to students to improve student access and success. Our primary goal is to affirm, validate and bolster empowerment for LASC students by securing appropriate budget allocation and services that will increase student success, ensure racial equity, and center social justice on campus. As colleagues, we commit to a culture of anti-racism and inclusion, where we adopt a way of living and a willingness to figure it out and do better by ourselves and others.