



OFFICE OF THE CHANCELLOR

June 30, 2020

Dear LACCD Colleagues:

I hope this message finds you and your families safe and healthy.

Attached you will find a document titled, **Framework for Racial Equity and Social Justice**.

The Framework speaks to the values of our organization and directs specific action steps and commitments that will allow our colleges and District to actively build anti-racist organizational capacity and resilience, and move forward towards a more socially and racially-just academic community. The action steps are intended to complement, not supplant, specific activities and programs at the nine colleges, where some of this work has already begun. The ideas emerged from the many consultations and dialogue with campus and District leaders, board members, Chancellor's Cabinet, Town Halls, and student voices over the last several weeks.

This Framework was presented to the Board of Trustees at last night's monthly business meeting, where it was well-received and fully endorsed to move forward.

I hope that you will be empowered and inspired by our declared action steps, and the many more that will follow. I invite you to be a full participant and architect of our future at LACCD.

LACCD Proud. You are the best of us.

With admiration and respect,

A handwritten signature in black ink, appearing to be 'Francisco C. Rodriguez'.

Francisco C. Rodriguez, Ph.D.
Chancellor
Los Angeles Community College District



Framework for Racial Equity and Social Justice

Taking Action to Root Out Racism and Internalize Anti-Racist Policies and Practices at LACCD

JULY 8, 2020

As an organization founded on educational excellence, opportunity and access, and dedicated to the principles of equity, justice and community, the Los Angeles Community College District (LACCD) must lead by example, and make structural and permanent change to root out the ill effects of racism and bias from our classrooms and our workplace.

The horrific, inexcusable killing of George Floyd, the shooting death of Andres Guardado, a student at Trade Tech College, and the beatings and killings of other unarmed men and women and people of color are absolute, unwarranted tragedies. These deaths also represent a tipping point for our national consciousness and our actions, where as a society we have been neglectful or remained uncomfortable in discussing the impact of race in this country and at our institutions of higher education. LACCD must be deliberate and purposeful in educating around being anti-racist, while internalizing anti-racist and eradicating anti-Blackness policies and practices.

The following Framework for Racial Equity and Social Justice speaks to the values of our organization and directs specific action steps and commitments that will allow our colleges and District to set a cultural tone and to actively build anti-racist organizational capacity and resilience, and move forward towards a more socially and racially-just academic community. The action steps are intended to complement, not supplant, specific activities and programs at the nine colleges, where some of this work has already begun.

To provide continuity and accountability, the District will establish a Chancellor's Advisory Committee on Black/African American Student Affairs to provide advice, guidance and expertise to the Chancellor and Board of Trustees on issues impacting the Black/African American faculty, staff and student community. Amongst its first charges, the Advisory Committee will develop an Equity, Anti-racism and Inclusivity Statement for LACCD to use as our "North Star" for the District's social justice and racial equity framework and values.

Through its employees and students, LACCD has tremendous assets and personal narratives to draw from. As such, LACCD will commit to create and sustain safe places for open dialogue, and courageous and crucial conversations on race and equity through scheduled and coordinated forums and Town Halls.

This spring, the District became a founding member of the California Community College Equity Leadership Alliance through the Race and Equity Center at the University of Southern California. Through the Alliance, our District will have access to resources, trainings and annual assessments, all aimed at improving equity. Among the first activities, we'll conduct a Districtwide racial climate survey administered by the USC Race and Equity Center to assess the racial and equity climate at the nine colleges and Educational Services Center, and disaggregate the data to better understand the dynamics of race, gender identity and multiracial intersectionality.

The District will deploy an accountability framework to ensure an equity lens throughout this work, and use the Guided Pathways framework for action, measures, follow-through on the identified action steps with annual reports to the community.

In Solidarity We Stand, Members of the Chancellor's Cabinet:

Francisco C. Rodriguez
Chancellor

Seher Awan
President, Los Angeles Southwest College

William H. Boyer
Director, Communications and External Relations

Ryan M. Cornner
Vice Chancellor, Edu. Programs and Institutional Effectiveness

Ronald D. Delahoussaye
Director, Personnel Commission

Mary P. Gallagher
President, Los Angeles City College

Jeanette L. Gordon
Chief Financial Officer/Treasurer

Barry C. Gribbons
President, Los Angeles Valley College

Mercedes C. Gutierrez
Interim Vice Chancellor, Human Resources

Otto W. K. Lee
President, Los Angeles Harbor College

Carmen V. Lidz
Vice Chancellor/Chief Information Officer

James M. Limbaugh
President, West Los Angeles College

Valencia M. Moffett
Director, Business Services

Alexis S. Montevirgen
President, Los Angeles Pierce College

Melinda A. Nish
Interim Deputy Chancellor

Monte E. Perez
President, Los Angeles Mission College

Jeffrey M. Prieto
General Counsel

Alberto J. Roman
Interim President, East Los Angeles College

Rueben C. Smith
Chief Facilities Executive

Katrina A. VanderWoude
President, Los Angeles Trade-Technical College

Maria Luisa Veloz
Administrative Officer to the Chancellor

LACCD ACTION STEP COMMITMENTS

- 1 Create and empower a Districtwide Race, Equity and Inclusion Human Resources Workgroup...
2 Begin an immediate review of campus-based Equity Plans...
3 Support the faculty's efforts to construct and redesign curriculum...
4 Engage with the Los Angeles Sheriff's Department...
5 In consultation with each of our six employee groups...
6 Develop student leadership opportunities...
7 Plan, coordinate and implement Districtwide Teach-Ins...
8 Engage and invest in Districtwide advocacy efforts...
9 Coordinate and promote a Districtwide civic awareness and volunteerism campaign...