



LOS ANGELES SOUTHWEST COLLEGE

OFFICE OF THE PRESIDENT

INTRODUCTION

In July 2020, the LACCD Framework for Racial Equity and Social Justice was developed to support critical district-wide equity work. In order to operationalize this effort centered around Inclusion, Diversity, Inclusion, and Anti-Racism (IDEA), the Los Angeles Southwest College president and Academic Senate consulted to develop the IDEA Taskforce.

In September 2020, the participatory IDEA Taskforce was formed. The group was tasked to focus on four key areas:

1. Analyze the LACCD Framework for Racial Equity and Social Justice and provide recommendations to the president on action items the campus can take to institutionalize the framework
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
3. Evaluate college-wide data and operations to identify gaps that need to be addressed within the next college-wide equity plan
4. Recommend a local statement for LASC to adopt based on the district framework that can help steer our college into the future

On April 13, 2021, the Los Angeles Southwest College IDEA Taskforce completed their critical work to provide recommendations for proposed measures that could positively impact inclusion, diversity, equity, and anti-racism efforts. Below are responses and next steps in regard to the recommendations provided.

AREA 1 RECOMMENDATIONS FROM THE IDEA TASKFORCE

Analyze the LACCD Framework for Racial Equity and Social Justice 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.

RESPONSE: Los Angeles Southwest College is a part of the Los Angeles Community College District. The college does not have the autonomy to divest police funding at this time due to the current contract in-place. However, at the completion of the new security services RFP in December 2021, this item will be revisited.



LOS ANGELES SOUTHWEST COLLEGE

OFFICE OF THE PRESIDENT

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.
RESPONSE: This will be referred to the LASC SEA-PAC Committee as a goal for the 2021-2022 Academic Year.

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.
RESPONSE: This is already underway. The College will be contracting with the CORA, the Center for Organizational Responsibility and Advancement through San Diego State University over the next two years to focus on critical equity work, trauma-informed care post COVID-19, and additional IDEA professional development areas.

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.
RESPONSE: The college has been on a hiring freeze since 2019, so the immediate staffing recommendations are not possible at this time. However, the Office of Institutional Effectiveness does have one dean and is currently filling the long-term vacancy of the research analyst. The vacancy is expected to be filled before the fall 2021 semester. In consultation with the Dean of Institutional Effectiveness, these recommendations will be taken into consideration and included in the Human Resources Restructuring Plan to be completed in July 2021.

5. We highly recommend hiring a grant writer. We feel it is imperative.
RESPONSE: The college has been on a hiring freeze since 2019, so this immediate staffing recommendation is not possible at this time. However, this position recommendation has been submitted for inclusion within the Human Resourcing Restructuring Plan to be completed in July 2021.

6. Ensure that the college institutionalizes a welcoming onboarding employee system within 60 days of start date that includes required effective sensitivity training.
RESPONSE: A structured onboarding process is included in the college's IEPI Plan and this recommendation will be included in the final onboarding developed for new LASC employees.



LOS ANGELES SOUTHWEST COLLEGE

OFFICE OF THE PRESIDENT

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.

RESPONSE: Program 100 (general fund) budgets are already allocated through the Budget Committee through a participatory allocation process. The budget managers are then responsible for spending funds appropriately and in compliance with all local, state, and federal requirements. Categorical funds tied to special student programs are submitted to the state utilizing a budget plan. These budget plans are monitored by the state and/or federal government and overseen locally by program coordinators and budget managers. SEA funds have been allocated through a participatory allocation process since FY 2019-2020. This process will remain in effect and the funds will be tied to critical equity work and outcomes. All allocations not presenting outcomes will be adjusted to ensure the funds are directly contributing to improving IDEA work at LASC.

8. We recommend that the college set a funding target annually to specifically address racial equity and social justice issues for your student body.

RESPONSE: This recommendation will be explored by campus leadership in the upcoming year. The college's fiscal recovery and long-term sustainability continues to be fragile. However, this recommendation will be included in the discussions of budgeting in the upcoming years.

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.

RESPONSE: This recommendation will be referred to the SEA-PAC for discussion in this upcoming 2021-2022 academic year. SEA funding can be adjusted as needed based on outcomes. However, the college's fiscal recovery and long-term sustainability continues to be fragile, so an additional general fund allocation is not reasonable at this time.

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.

RESPONSE: The college has been on a hiring freeze since 2019, so this immediate staffing recommendation is not possible at this time. However, these position recommendations have been submitted for inclusion within the Human Resourcing Restructuring Plan to be completed in July 2021.



LOS ANGELES SOUTHWEST COLLEGE

OFFICE OF THE PRESIDENT

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>

RESPONSE: As these recommendations indicate, the college is taking inclusion, diversity, equity, and anti-racism work seriously and will begin to operationalize the LACCD Racial Equity and Social Justice Framework over the next three to five years.

AREA 2 RECOMMENDATIONS FROM THE IDEA TASKFORCE

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)

RESPONSE: This recommendation will take place during the 2021-2022 academic year. This is a part of the college's IEPI Plan. The work will be contracted out to Intessa and the focus groups and assessments will take place throughout the school year.

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.

RESPONSE: This recommendation will be referred to SEA-PAC for discussion in the 2021-2022 academic year.

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.

RESPONSE: A structured onboarding process is included in the college's IEPI Plan and this recommendation will be included in the final onboarding developed for new LASC employees.

4. Ask departments, programs to commit one goal directly related to addressing the issues of racism, inclusion, and equity on their NIPRs and IPRs.

RESPONSE: This will be referred as a goal to the Program Review Committee for the 2021-2022 academic year.



LOS ANGELES SOUTHWEST COLLEGE

OFFICE OF THE PRESIDENT

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.
RESPONSE: This will be forwarded for review to the Institutional Effectiveness Office for consideration on next steps.

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.
RESPONSE: This will be referred as a goal to the Professional Development Committee for the 2021-2022 academic year.

7. Please note: anywhere the campus does not possess the expertise/objectivity to carry out the above, grassroots BIPOC experts/consultants should be sought.
RESPONSE: Consultants will be contracted as needed for the above recommendations.

AREA 3 RECOMMENDATIONS FROM THE IDEA TASKFORCE

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.
RESPONSE: The college has been on a hiring freeze since 2019, so the immediate staffing recommendations are not possible at this time. However, the Office of Institutional Effectiveness does have one dean and is currently filling the long-term vacancy of the research analyst. The vacancy is expected to be filled before the fall 2021 semester. In consultation with the Dean of Institutional Effectiveness, these recommendations will be taken into consideration and included in the Human Resources Restructuring Plan to be completed in July 2021.



LOS ANGELES SOUTHWEST COLLEGE

OFFICE OF THE PRESIDENT

2. IE office will be a repository for all surveys and campus related research.
RESPONSE: The Office of Institutional Effectiveness recently launched their new SharePoint site. This site includes the new LASC data book, dashboards, and more. The Office of Institutional Effectiveness SharePoint site can be found [here](#).
3. All campus data and survey results shared with relevant campus committees.
RESPONSE: The Office of Institutional Effectiveness will consult with the campus committees as needed.
4. Note: IDEA team evaluated limited available data, however not sufficient to identify gaps. Recommendations 1 & 2 will solve this challenge.
RESPONSE: The Office of Institutional Effectiveness recently launched their new SharePoint site. This site includes the new LASC data book, dashboards, and more. The Office of Institutional Effectiveness SharePoint site can be found [here](#). New data dashboards will also be available through the SharePoint site beginning fall 2021.

AREA 4 RECOMMENDATIONS FROM THE IDEA TASKFORCE

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

1. 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.
RESPONSE: This statement will be shared with the Academic Senate and College Council in the fall 2021 semester for review, feedback, and approval.