

# PAC-DEIA CAMPUS UPDATES

The members of the President's Advisory Council on Diversity, Equity, Inclusion, and Accessibility began meeting in the fall of 2021. The main charge of this council is to advise President Hernandez on strategies to design, implement, and sustain DEIA goals at the college and to create and coordinate a college-wide equity framework to ensure alignment with institutionally set diversity, equity, inclusion, and accessibility goals. This update provides a representation of the work the council has engaged in since its creation.

Under the collaborative leadership of its tri-chairs, Vice President for Student Services Dr. Martha McDonald, ESL Faculty and Vice President of Equity for Academic Senate Rebecca Beck, and Senior Administrative Assistant Amy Hunter, the council embarked on a vital process of building community so this collective space could be a place where diverse brains, souls, hearts, and points of view could work together. More recently, Research and Planning Analyst and Vice President of Equity for Classified Senate Dr. Marcela Reyes has joined the tri-chair position (more information will be provided below about this change).

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## Establishment of DEIA Framework

In the fall of 2020, President Hernandez presented his [DEI Framework for IVC](#), which became the foundation of the work that lay ahead for the council. The four goals of this framework are:

**Goal 1:** Sustain an institutional commitment to diversity, equity, and inclusion to ensure our values, practices, protocols, and policies reflect this commitment.

**Goal 2:** Ensure student equity in access and achievement.

**Goal 3:** Create a faculty-inspired and driven action plan to sustain inclusive classrooms and culturally competent/anti-racist curriculum.

**Goal 4:** Ensure our workforce reflects the diversity of our students.

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## Developed a DEIA Strategic Plan

To be able to track the progress of these DEIA goals and set a clear road map for the work ahead, the council developed a [DEIA Strategic Plan](#) based on the framework President Hernandez had created. The council reviewed the objectives under each goal and chose the following objectives as the focus of the work for the 2021–2022 and 2022–2023 academic years.

- Develop an institutional definition for diversity, equity, inclusion, and accessibility.
- Ensure college mission statement, strategic plan and other planning documents clearly articulate a DEIA commitment and/or goals.
- Design professional development workshops to increase knowledge and understanding of cultural competency and diversity.
- Implement innovative hiring and outreach practices focused on diversity such as advertising faculty openings in websites, publications, professional associations in specific disciplines, and other groups targeted towards underrepresented academic communities.
- In collaboration with District Human Resources, revise procedures that address diversity, equity, inclusion, and accessibility to reduce bias in the hiring process. Ensure supplemental interview materials are job relevant (to avoid inadvertently putting some candidates at a disadvantage). Include culturally responsive screening criteria and interview questions.

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## Defined DEIA at IVC

Because having a common language to have meaningful conversations about DEIA issues matters, the council spent time defining what diversity, equity, inclusion, and accessibility mean at IVC. All members of the council participated in the [process of defining these terms](#) and were able to create the following definitions:

**Diversity** – Our campus values and celebrates differences. We understand that our institutional strength derives from the various races, ethnicities, and other identities, abilities, sexual orientation, and educational goals that make up our community.

**Equity** – Our campus recognizes that some student groups are advantaged, and some are disadvantaged due to systemic inequalities. Our ultimate goal is to have equal outcomes for all the students we serve.

**Inclusion** – Our campus acknowledges that there are traditionally excluded groups and intentionally invites and provides them a seat at the table wherever policies and procedures are developed.

**Accessibility** – Our campus works toward implementing accessibility in the design, construction, development, and maintenance of facilities, information, and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them.

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## Developed a DEIA Statement

After creating common language to define diversity, equity, inclusion, and accessibility, the council moved forward and created a [DEIA statement](#) for the college. It is the council's intention that this statement provides a guiding principle for our campus to aspire to. Also, by defining our commitment to DEIA, it assists the campus community in directing its actions toward success where every decision made — from the smallest choices to the largest strategic plan — should support our overall mission and our DEIA commitment. In sum, this statement illustrates IVC's commitment to fostering a welcoming environment that celebrates differences.

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## PAC-DEIA Workgroups

With the intention of encouraging collaboration and teamwork, improving productivity by dividing projects, and bringing more members of the campus community to work collectively toward our DEIA goals, the council has divided itself into smaller workgroups which are open to any member of the campus community. In order to begin their work, each workgroup created a logic model and developed an action plan to ensure their goal is completed.

The four current projects are:

**DEIA Website** – The focus of the work has been on the design and development of a site that serves to promote awareness, education, and action on issues of DEIA taking place at the college.

**DEIA Professional Development** – This group has embarked on the creation of a self-paced, professional development series that will be made available to the campus community through Canvas. In addition, the group has designed a series of certificates to be awarded after the completion of these training sessions.

**Liaison with the Office of Student Equity** – This group's primary task is to collaborate with and support the Office of Student Equity to design cultural and identity-affirming campus events. At this time, they have created four foundational cultural and community groups to assist with this endeavor: Latinx/a/o, Hispanic, and Indigenous communities; Asian American and Pacific Islander (AAPI) communities; LGBTQIA+ communities, and Black and African American communities. [Join this Workgroup »](#)

**Equitable Hiring Practices** – Team Hire Learning continues to research and recommend best hiring practices. Some of their recommendations have already been moved forward to the district's Equal Employment Opportunities (EEO)/DEI

committee and moved into action. If you would like to join this workgroup, please email Brooke Bui.

If you are interested in sharing your expertise and skills and want to join one of these projects, please complete our [workgroup interest form](#). After completing the form, you will be contacted by the workgroup lead with information on how to participate.

[Join PAC-DEIA Workgroups »](#)

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## DEIA Website

To have an online space to promote diversity, equity, inclusion, and accessibility within our campus community, the council created a [website](#) focused on:

- Highlighting our college's commitment to DEIA principles and values
- Providing a way for members of the campus community to get involved and support DEIA efforts at the college
- Providing information and resources about DEIA initiatives and efforts within our district
- Providing a platform for discussing and addressing issues related to DEIA
- Sharing success stories and best practices related to DEIA

As of Spring 2023, this website is a work in progress and more content will be added soon!

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## Welcome Dr. Marcela Reyes, Vice President of Equity for Classified Senate



In October of 2022, Dr. Marcela Reyes became one of the tri-chairs of the council after the departure of Amy Hunter. Marcela is a research and planning analyst, and Vice President of Equity for the Classified Senate. She has over 17 years of research experience in K-12 and higher education. She works closely with classified staff, faculty, and administrators in PAC-DEIA, Classified Senate, Guided Pathways completion teams, and the Student Equity and Achievement Program Committee. She reviews and discusses data that leads to institutional changes intended to close equity gaps. Marcela believes

closing equity gaps is an on-going process and her work at the college continuously improves our policies, practices, and classroom environments.

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## Focus on Accessibility

In the fall of 2022, the council began working with *accessibility* as one of its core values. Accessibility is an integral part of creating a more inclusive and equitable environment for all members of the campus community, including individuals with disabilities who may face barriers to access and participation if our campus and its services are not designed to be inclusive and accessible.

By ensuring that our policies, practices, and physical spaces are accessible, IVC demonstrates a commitment to inclusivity and equity, and to the rights and dignity of all individuals. This can involve making sure that websites and documents are properly formatted for screen readers, that physical spaces are wheelchair accessible, and that there are provisions in place to accommodate individuals with different needs and abilities.

Overall, accessibility is a DEIA value that the council is working on because it is an essential component of creating a welcoming and inclusive environment for all people, regardless of ability.

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## Becoming a Student-Ready College

During Fall 2022 – Winter 2023, members of the council read *Becoming a Student-Ready College: A New Culture of Leadership for Student Success, 2nd edition* by Dr. Tia Brown McNair et al. to engage in conversations on how our campus can continue its commitment to meet the changing needs of our students.

Dr. McNair's book presents best practices of student-ready colleges, such as:

- Offer a wide range of support services to help students succeed academically and personally, including tutoring, academic advising, counseling, and career services
- Create a welcoming and inclusive campus environment that is supportive of all students, regardless of their background or identity
- Use data and research to continuously improve and innovate teaching and learning practices, including the use of technology and other instructional tools
- Foster collaboration and partnerships with businesses, organizations, and community groups to provide experiential learning opportunities and real-world connections for students
- Foster a culture of ongoing professional development for faculty and staff to ensure that they are well-prepared to meet the changing needs of students
- Communicate clearly and transparently with students about their rights, responsibilities, and opportunities, and make sure that there are clear pathways for students to advocate for themselves and seek help when needed

It is important to note that becoming a student-ready college is an ongoing process and requires a commitment to continuously improving and evolving to meet the changing needs of students. It also involves a commitment to equity and inclusivity, and ensuring that all students have the support they need to succeed.

We are excited to share this update with you and look forward to our DEIA work ahead.

PRESIDENT'S ADVISORY COUNCIL ON DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY

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