



ADMINISTRATION 101



ACCCA 101

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1. How do you define DEIA?

Diversity, equity, inclusion, and accessibility (DEIA) refers to a commitment baked into core policy, practices, and procedures that support full access and success for historically marginalized and underrecognized groups.





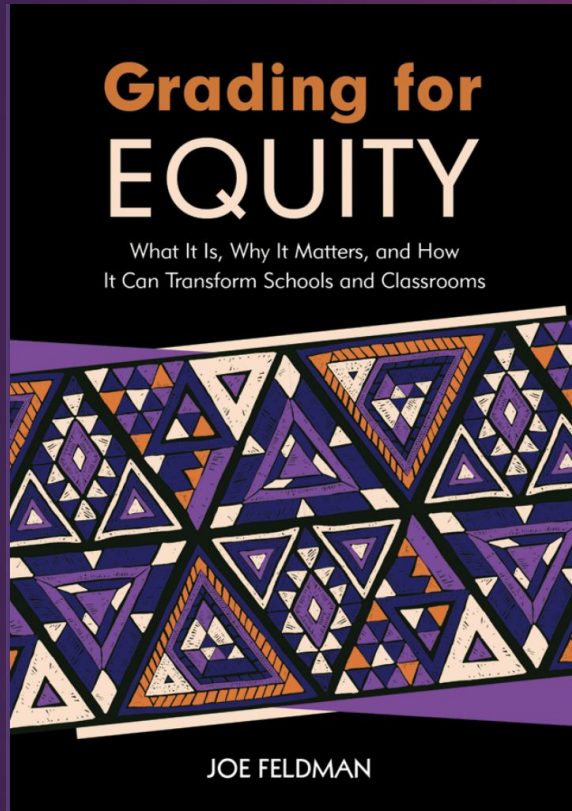
2. How does DEIA come up in my work?

Open Educational Resources



- First college ZTC Degree in Sociology
- Anthropology ZTC Degree close
- OER grant to produce an Ethnic Studies ZTC Model Curriculum Text written by Ethnic Studies Discipline faculty
- Promote OER division liaison and standing agenda item at division meetings

Grading for Equity



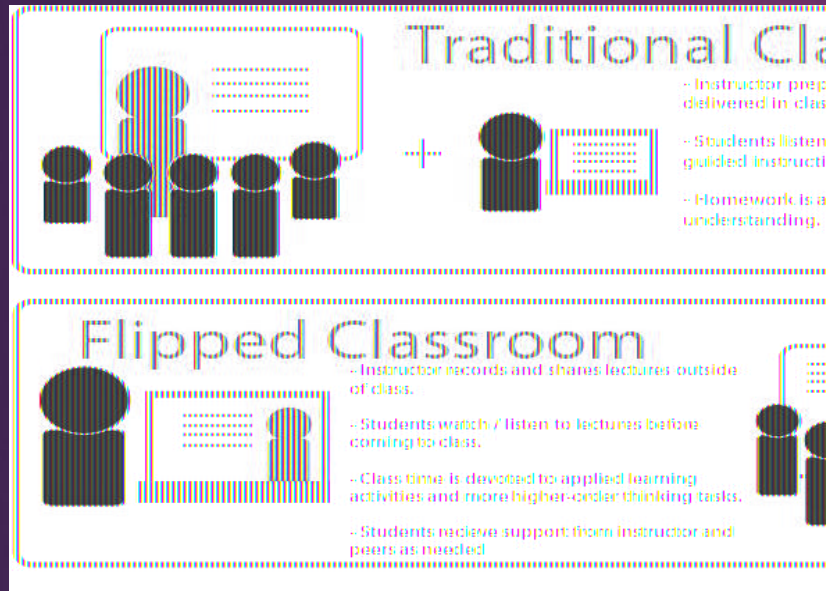
- Grading as part of the equity agenda
- Re-thinking the way we assess students
- Challenging traditional grading practices which can be a barrier to meaningful student learning
- Move towards assignments with introspective prompts that bridges content to lived experiences

Ethnic Studies Expansion



- AANAPISI funded Movement Learning Community – core courses in Ethnic Studies, Language Arts, Counseling
- Nesians Unite - Pasifika studies
- Hiring Faculty
- Events: Annual Ethnic Studies Summit, 4-year ES Pathway Sessions

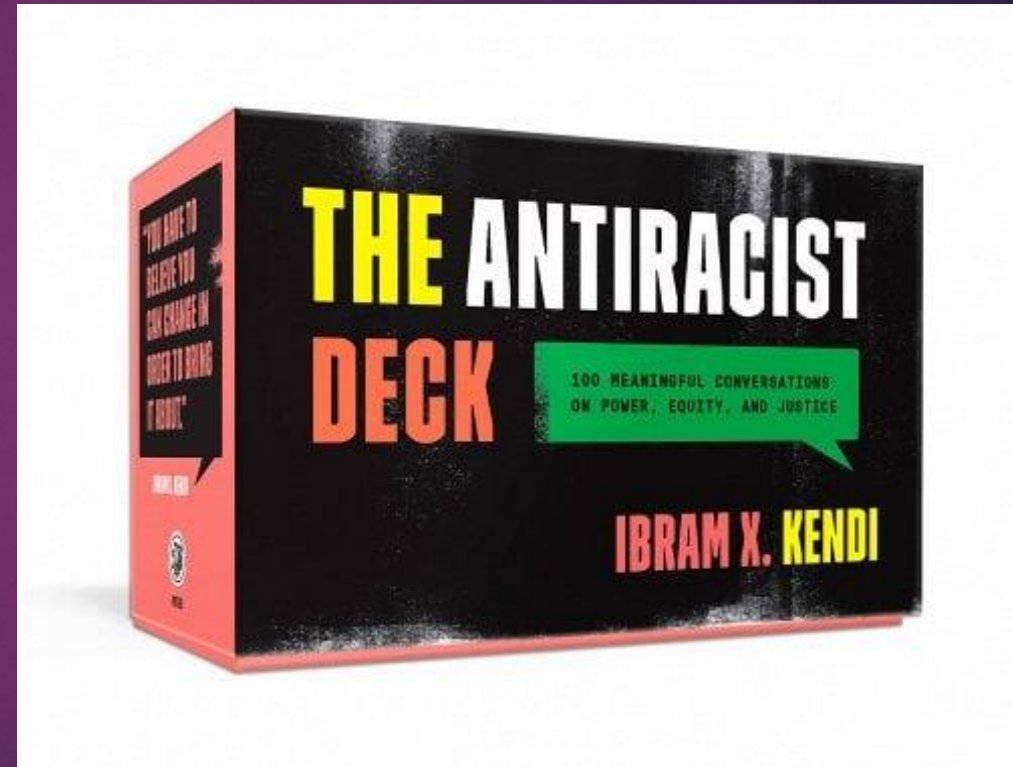
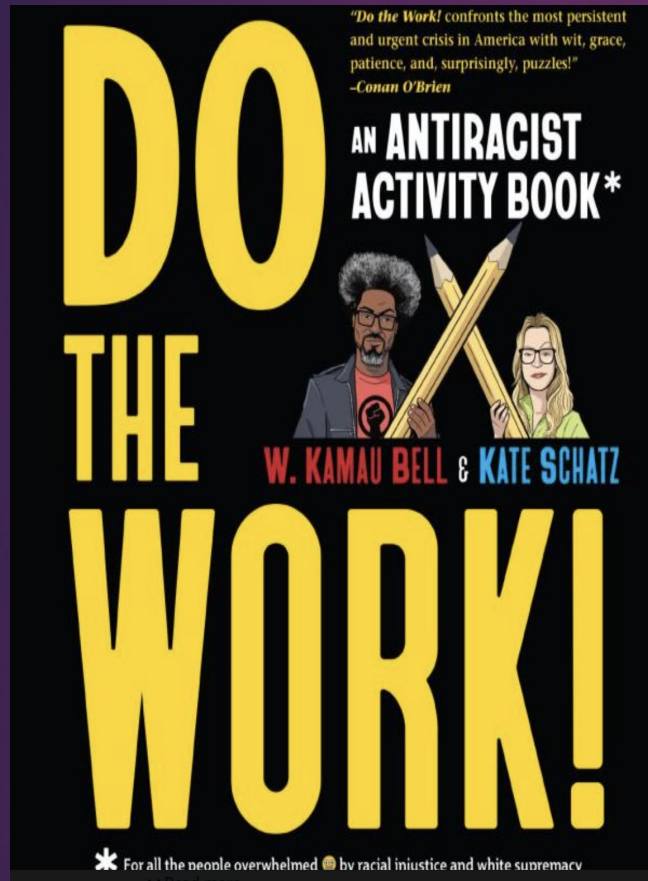
Hybrid Flipped Classroom Model



Credit: Saint Louis University

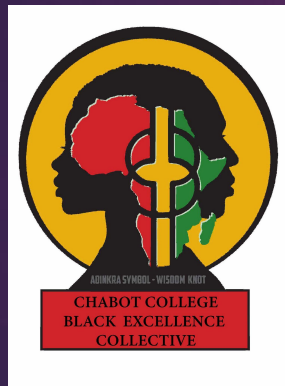
- Incorporates principals of Universal Design for Learning
- Combines asynchronous lecture flexibility with meaningful instructor support and engagement
- Alternative: Combo Flipped Classroom Model

Anti-Racism Tools



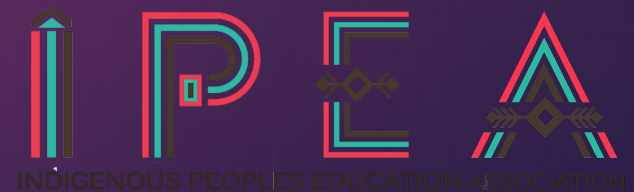
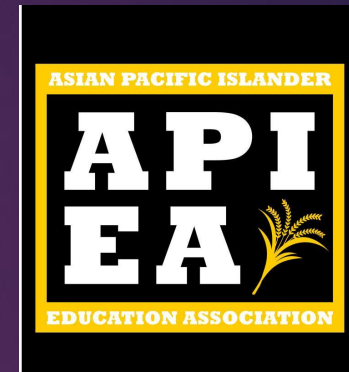
Solidarity Circle

Chabot College Educator Association Affinity Groups



Intention:

to create a safe space to enlighten and uplift one another through a spirit of solidarity to collectively support and empower our students.





Additional DEIA efforts

- California Early Childhood Mentor Program (CECMP)
- CAI Grant, CCAMPIS, CDTC, CSPP, CACFP, Head Start
- Sesa So Soban “I Transform my life” Summer Bridge for Black/African American students
- Enrollment Management
- Hiring Practices

3. What are things to keep in mind about DEIA for future educational leaders and administrators

Cultural Humility and Critical Self-Reflective Practice

Leading, like any truly human activity, emerges from one's inwardness, for better or worse. As I lead, I project the condition of my soul onto my students, and our way of being together. The entanglements I experience in the workplace are often no more or less than the convolutions of my inner life. Viewed from this angle, leading holds a mirror to the soul. If I am willing to look in that mirror and not run from what I see, I have a chance to gain self-knowledge—and knowing myself is as crucial to being an effective leader as knowing my students and my craft. In fact, knowing my students and my craft depends heavily on self-knowledge. When I do not know myself, I cannot know who my students are. I will see them through a glass darkly, in the shadows of my own unexamined life—and when I cannot see them clearly, I cannot lead them well.

—Adapted from Parker Palmer, *The Courage to Teach*

Thank You!



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