

Riverside Community College District Diversity Initiative

“Riverside Community College District is committed to building a diverse and accessible institution that fosters intellectual and social advancement. All District programs and activities seek to affirm pluralism of beliefs, opinions and life experiences because promoting diversity benefits the learning environment and enhances the work place. The diversity we engender makes us stronger as an institution for our students and the community we serve.”

-- BP 7100: Commitment to Diversity

The purpose of the Diversity Initiative is to establish a structure that defines the roles and relationships necessary for systematic promotion of diversity, equity and respectful interactions at all levels of the district. Our goal is to build a welcoming, inclusive climate that promotes and affirms diversity.

The Diversity Initiative establishes processes at both the campus and district levels for the planning, program development, and communication necessary to activate our commitment to diversity. Expected outcomes of this initiative are: 1) development of a structure that provides the basis for regular assessment of campus climates and needs; 2) establishment of relevant training and programs to address identified needs; 3) a process that fairly distributes available diversity funds; and 4) an organized effort to promote and support diversity within the District.

Definition of Diversity

Diversity is an understanding that human experience is expressed in countless, distinctive ways. Commitment to diversity is engaging a set of practices that seek to highlight the distinctiveness of those experiences, as well as to underscore and appreciate the interdependence of our humanity.

Therefore, Diversity means more than just acknowledging and/or tolerating difference. Diversity is a set of conscious practices that involve:

- Understanding and appreciating the interplay of human experiences, cultures, and the natural environment;
- Practicing mutual respect for experiences that are different from our own;
- Acknowledging that diversity includes not only ways of being but also ways of knowing and engaging others;
- Recognizing that personal, cultural and institutionalized discrimination creates and sustains privileges for some while creating and sustaining disadvantages for others;

- Learning to work together to eradicate all forms of discrimination.

Diversity includes knowing how to relate to qualities and characteristics that are different from our own and the groups to which we belong, but are present in other individuals and groups. These include but are not limited to age, ethnicity, class/ socio economic status, sex, disability/ability, race, sexual orientation, as well as religious belief, gender expression.

For the purposes of communication, defining and developing diversity programs, the following entities will be established and maintained by the District:

College/Campus Committees

Each college/campus will identify a committee to discuss specific issues and plan activities relevant to diversity and equity on the campus. The committee reports directly to the campus President or designee.

1. Structure

- a. A cross section of 10-15 members of students, faculty, staff and administrators
- b. Committee designates 2 representatives to the District Diversity Council
- c. Staffing support for the committee provided by DEC
- d. At least monthly meeting schedule

2. Role

- a. Promote communication
- b. Advise the College/Campus President on matters related to diversity and equity
- c. Conduct diversity-related assessments of campus climate
- d. Develop and monitor college/campus strategic plan for diversity, equity and inclusiveness
- e. Develop and coordinate activities to promote diversity and address campus-specific issues or concerns
- f. Advise the Director of DEC on EEO-related matters
- g. Advise the Director of Human Resources department on issues of recruitment and retention
- h. Crisis intervention

District Council

This is a standing district level committee for the purpose of discussing issues and planning activities relevant to diversity and equity within the District and facilitating community relations in the area of diversity. The DDC would include representatives from each College/Campus Diversity Committee, key administrators, student leaders as well as members of the community. The Council reports directly to the Vice Chancellor of Diversity and Human Resources.

1. Structure

- a. 15-20 members from the following:
 - i. Co-chairs of each College/Campus Diversity Committee
 - ii. District Dean, DSP&S or designee
 - iii. Director of Diversity, Equity and Compliance
 - iv. Director of Diversity and Human Resources
 - v. Vice-Chancellor of Student Services or designee
 - vi. District Faculty Senate Appointee
 - vii. CTA Appointee
 - viii. CSEA Appointee
 - ix. Confidential Employees representative
 - x. ASRCC President and Vice President (would not count toward a quorum)
 - xi. 5 Board of Trustee appointees from the community (would not count toward a quorum)
- b. Chaired by Director of Diversity, Equity and Compliance and an annually elected Co-chair
- c. Council establishes their own bylaws that are confirmed by the District Chancellor or designee
- d. Staffing support provided by DEC
- e. Meet 3-4 times per year

2. Role

- a. Promote communication
- b. District diversity planning and budgeting
- c. Develop and recommend a methodology for annual diversity and equity assessment
- d. Develop and monitor District strategic plan for Diversity, Equity and Inclusiveness
- e. Develop and coordinate an annual District-Community diversity event
- f. Review relevant District policies and procedures
- g. Advise DEC on EEO-related matters and expenditure of Diversity funds
- h. Advise the Human Resources department on issues of recruitment and retention
- i. Advise the District Chancellor on matters related to diversity
- j. Develop and implement Diversity and Cultural Competency training program
- k. Crisis intervention

Social Networking Groups

The District recognizes groups organized for the purpose of identifying the needs and facilitating support of individuals on the basis of legally protected characteristics (i.e. disability, sex, gender, nationality, race or ethnicity, religion, sexual orientation, age).

1. District recognition requires:
 - a. Five or more individuals, with at least one member from 3 different District constituencies (Faculty, Student, Classified/Confidential Staff, Administrator)
 - b. A written and member approved (annually) mission and purpose statement

2. Role
 - a. Facilitate scholarship and mentoring activities
 - b. Provide an informal forum to share common interests, issues, or concerns
 - c. Social interactions and informal networking
 - d. Provide input to Diversity Committees and Council
 - e. Advisory resource for College Presidents and District Chancellor
 - f. Sponsor College and District activities

Staffing and Funding

Staffing for diversity committee meetings, project and activity administration are provided by the Office of Diversity, Equity and Compliance.

Base funding for diversity programs and activities are allocated by the DDC from the District Diversity Funds (12 AAF 1190 object code 4000 thru 5999). Co-sponsorship and grant funding for activities will also be pursued.