

Diversity, Equity & Inclusion

The Role of Boards and the Leadership Pipeline



J. Noah Brown & Emily Yim

Community College League of California
2019 Trustees Conference

May 5, 2019

Association of Community College Trustees



- Advocates on behalf of community college boards
- Influences public policy
- Educates trustees
- Facilitates student success
- Places college presidents & other senior executives
- Conducts original research and analysis

Our Members...

- Boards of Accredited, not-for-profit 2-year colleges
- 5.7 million students
- 515 boards
- 6,500 trustees





We live our values.

The Community College Diversity Proposition



Reflecting our Values

The Reality: Race and Ethnicity



	Presidents	Trustees	Faculty	Students	2010 U.S. Census
American Indian or Alaska Native	1%	1%	1%	1%	1%
Asian	3%	2%	4%	7%	6%
Black or African American	9%	7%	11%	15%	13%
White	80%	76%	70%	50%	76%
Hispanic or Latino	5%	6%	9%	24%	18%
Middle Eastern or Arab American	1%	<1%	N/A	N/A	N/A
Multiple Races	2%	<1%	1%	3%	3%
Native Hawaiian or Pacific Islander	N/A	1%	1%	<1%	<1%
Other or unknown	N/A	4%	3%	N/A	

The Reality: By Gender



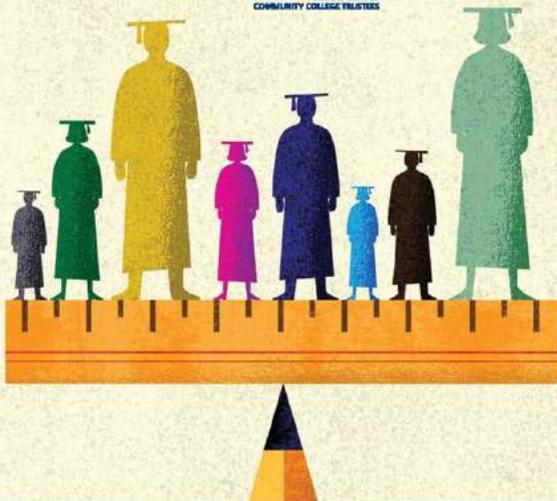
	Presidents	Trustees	Faculty	Students	2010 U.S. Population
Female	36%	38%	57%	56%	51%
Male	64%	55%	43%	44%	49%
Other or unknown	N/A	7%	N/A	N/A	N/A

EQUITY ACTION AGENDA

FOR COMMUNITY COLLEGE GOVERNANCE

with the endorsement of the
DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

ACCT
ASSOCIATION OF
COMMUNITY COLLEGE TRUSTEES



- For community college boards and CEOs
- Addresses:
 - Trustees' roles
 - Accountability and continuous improvement
 - Community engagement
- Asks key questions of boards
- Recommends policy for change

ACCT

The Board's Role in Advancing Diversity, Equity & Inclusion



As leaders, policy makers and advocates, trustees play a vital role in ensuring that equity, diversity, inclusion, access and economic opportunity are priorities for their institutions reflective of the communities they serve.

Board Must Lead Change



- President/CEO search should be inclusive & job description should reflect college's commitment to diversity, equity and inclusion.
- College mission statement should include commitment to diversity, equity and inclusion.
- Resources should be devoted to programs & services w/ demonstrated effectiveness in promoting diversity, equity and inclusion.
- Board should be unified in its commitment to promoting access, success & equity.

Policy Development



- Integrate equity agenda into institutional plans.
- Ensure that plans are distributed broadly and often among all staff and administrators.
- Conduct independent assessment of institutional practices in relation to equity access across all departments and divisions.
- Identify effective programs/practices improve educational outcomes for all students.
- Assess diversity of college leadership, including governing board.
- Develop CEO & board leadership transition plans that foster greater equity.

Accountability & Continuous Improvement



- Monitor Progress toward diversity, equity & inclusion.
- Regularly review disaggregated data on enrollment, retention, persistence, completion and other student success indicators.
- Develop accountability measures & monitor and assess progress.
- Report regularly progress and efforts to increase equity and inclusivity.

Community Engagement

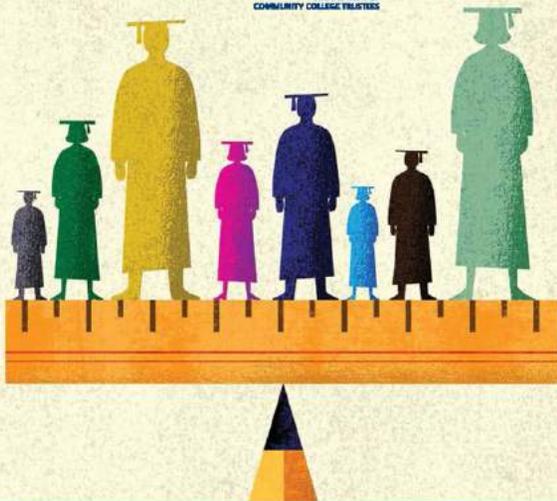


- Regularly review labor-market data and other economic indicators to meet community workforce needs.
- Assess current and projected demographic characteristics of the community.
- Determine whether characteristics are aligned, where gaps lie, and set goals and policies to effect change.

EQUITY ACTION AGENDA

FOR COMMUNITY COLLEGE GOVERNANCE

with the endorsement of the
DIVERSITY, EQUITY, AND INCLUSION COMMITTEE



The ACCT logo is displayed in a white box in the top right corner of the slide. It features the letters 'ACCT' in a bold, blue, sans-serif font.

Download at www.acct.org
or request copies by
emailing
publications@acct.org.

How Can ACCT Help Your College?



Board Education



Networking



Federal-level
Advocacy



Tailored Community
College Board Service
Interventions



Information Designed
to Assist Meeting
Communities' Needs

Association of Community College Trustees

www.acct.org



J. Noah Brown
ACCT President &
CEO
nbrown@acct.org

Emily Yim
ACCT Immediate Past Chair
Trustee, Edmonds CC, WA
emilyyim88@gmail.com