

# Cultural Competency in Our Local Senates, on Campus, and the ASCCC

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# Key Moments in EDAC's History

- Educational Policies Committee, “Student Equity: Proposal for Action” adopted 1991
- Ad Hoc Student Equity Workgroup, “Student Equity: Guidelines for Developing a Plan” adopted 1993
- Educational Policies Committee, “Affirmative Action Guidelines” adopted 1987
- Affirmative Action Committee (1990)
- Affirmative Action/Cultural Diversity Committee (1992)
- Equity and Diversity Action Committee (2002- present)



# EDAC's Current Tasks and Goals

- **Student Equity**
  - Student Equity Regional Meetings (September 26-27, 2014)
  - Academic Academy (March 13-14, 2015)
- **Cultural Competency Plan**
  - Resolutions Spring 2014 (3.01) and Spring 2010 (1.02, 1.07)
  - Collecting input, data to produce plan for Spring 2015
- **Other Resolutions:**
  - Working on Spring 2011 (13.05) on Campus Climate Index
  - Completed Spring 2012 (13.06) on Success of Latino Student Achievement
  - Completed Spring 2010 (13.07) on Changes in Traditional Student Makeup

# What Is Cultural Competence?

- A Process or Way of Being
- Includes Cross-Cultural Knowledge
- Promotes Respect
- Promotes Appreciation
- Embraces Inclusion
- Upholds Social Justice
- Refers to Equality and Access
- Refers to Acknowledgement and Understanding



# What Is Culture?

- Values, Attitudes, Beliefs, and Experiences of a Group of People
- Refers to the Integrated Pattern of Human Behavior
- Shapes Behavior
- Impacts Perceptions
- Is Not Homogenous or Static
- Inseparable from Various Conditions

# Pedagogical Cultural Competence Principles


- Dialogue
- Purposeful Interactions
- Value Students
- Embrace the Unfamiliar

# Why Cultural Competence in Community Colleges?

- Demographics
- Disparities
- Access Barriers
- Assessment
- Law & Accreditation Standards
- Greater Quality
- Increased Programmatic Competence
- Better Educators



# Infrastructure needed!

- Recruitment and retention of students, faculty and staff from diverse cultures
  - Policies and initiatives that encourage inclusion, engagement
  - For both students and college faculty/staff: Curricula and opportunities to learn about other cultures
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- What efforts are already in place at your college?
  - Who is involved?
  - How do you assess whether they're effective or not? How often?
  - What are barriers in these efforts?
  - What can faculty do to remove barriers?



# CSU-Northridge a possible model?

- CSU Northridge recognized for their successful efforts to increase workforce diversity. Components:
  - Diversity Recruitment Training
  - E-Recruit for Faculty
  - Campus Climate Survey
  - Entrance Survey and New Employee Orientation
  - University Awards

# Cultural Action: Decisions and Actions Can Affect Others' Well Being

- How can local senates build consideration of potential effects into their decision-making processes?
  - Is this a “step” or a pervasive mindset?



# Where EDAC Goes From Here. . .

- Review Your Feedback
- Compile Cultural Competency Plan
- Present Plan to Body at Spring Session

# Any Questions?





# Fin!

