CALIFORNIA COMMUNITY COLLEGE **EQUITY** LEADERSHIP COLLECTIVE

USC Race and Equity Center

The **California Community College Equity Leadership Collective (CCC-ELC) is** designed to support California Community College leadership and equity personnel:

- **Identify and plan campus Equity Change Efforts** that may involve (but are not limited to) hiring, instruction, transfer, and data collection strategies.

- **Bolster equity-based skills and knowledge** while exploring relevant frameworks, inquiry tools, evidence-based readings, and practical strategies.

- **Engage in honest dialogues** about how to navigate equity topics and achieve equity goals within changing political environments and, whenever possible, within regional California contexts.

- **Develop a long-term vision** to guide campus equity change efforts that complement Vision 2030 goals.

The CCC-ELC is structured into two distinct phases over a 12-month period. Onboarding will occur in September 2025 and late February 2026.

Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
PHASE ONE: Strategizing & Planning with Campus Leaders						**PHASE TWO:** Equity Tracks Each campus chooses two tracks*					

CONTENT

- **10**-person Leadership Team (Teams organized regionally when possible)
- **5** monthly, 2-hour, synchronous virtual modules

- Instruction Track
- Data Track
- Student Affairs Track
- Hiring Track

+ Equity Track Badging

*Ten (10) participants per track.

COACHING

Equity Coaching For Leadership

One 60 - 120 minute meeting in Phase 1 and another 60 - 120 minute meeting in Phase 2.

RESOURCES

Virtual Equity Resource Portal

Available to all campus employees through the duration of membership.

ASSESSMENT

National Assessment of Collegiate Campus Climates (NACCC)

One annual survey per campus. Learn more at **https://race.usc.edu/colleges/naccc/**

Contact: Dr. Esmeralda Hernandez-Hamed   📞 213-740-0384   ✉ esmeralda.hh@rossier.usc.edu

PHASE ONE:
Strategizing & Planning with Campus Leaders

During the first phase of the CCC-ELC, each 10-person leadership team will attend five (5) monthly, 2-hour, synchronous virtual modules to identify and develop their equity change efforts guided by tools and expert facilitation from the Race and Equity Center.

Each 10-person leadership team should be comprised of executive and equity leaders (e.g., the college President, a Vice President, an Equity Plan Coordinator, a Chief Diversity Officer, and an Institutional Researcher). The remaining 5 team members should be selected based on relevance to the equity change effort(s) under consideration.

Module 1:

Aligning Vision 2030, Equity Planning, and Short-Term Action

We will conduct a systematic review of current campus commitments, responsibilities, and goals related to equity. Goals and impact statements will be clarified, expanded upon, and/ or revised as needed to align with current and future needs.

Module 2:

Equity Change Efforts: Accountability Logic Models Part 1

We will begin developing equity change efforts utilizing LaForett & Demarco's (2020) logic model, a tool designed to help ensure interventions targeting educational disparities are comprehensive and evidence-based.

Module 3:

Leveraging Disaggregated Data in Goal-Oriented and Action-Oriented Ways

We will draw upon disaggregated data to develop a compelling rationale for equity change efforts focused on addressing inequities experienced by specific groups. Participants will also gain tools for appropriately and effectively disaggregating campus data for assessment, response, and accountability.

Module 4:

Equity Change Efforts: Accountability Logic Models Part 2

As part of an iterative and reflective process, we will revisit our initial logic models and make updates and clarifications as needed. Campus teams will also begin finalizing their specialized topics for Phase 2.

Module 5:

Wellness Practice for Equity Leaders

We will use creative exploration to evaluate our experiences with identity-based trauma in and out of the workplace, unpack the effects of that trauma, and learn strategies for healing through emotional clarity, personal reflection, and self-empowerment.

PHASE TWO:
Targeted Support: Equity Tracks

Each campus chooses two (2) of the following inquiry-based tracks to send a team of ten (10) participants per track. Participants (Leaders, faculty, and staff) can be new, continuing from phase one, or enrolled in both tracks. Ideally, track selection should be informed by and align with equity change efforts set in phase one.

Option 1

Instruction Track

The instruction track includes four 2-hour modules on equity-minded teaching strategies for instructors. The modules are inquiry-based, focused on practical ways instructors can make data-informed changes that improve course outcomes for students experiencing disproportionate impact. Modules include: The salience of race in the classroom; Making sense of disaggregated course-level data; and equity-minded syllabi reviews.

Option 2

Data Track

The data track will focus on building routine data practices that serve equity for disproportionately impacted groups. This track should include those involved in data collection, application, and decision-making. If you are interested in the National Assessment of Collegiate Campus Climates survey, this track will include training on how to use student survey data to set goals and strengthen values and commitments. Modules include: Setting measurable outcomes; Disaggregated close to practice data; and Leveraging data dashboards.

Option 3

Student Affairs / Services Track

The student affairs / services track includes four 2-hour modules related to equity in student affairs/services. The modules are inquiry and case-study-based, focused on practical ways student affairs practitioners can address inequities in data-informed ways, especially for students experiencing disproportionate impact. Modules include: The salience of race for student affairs; Gathering close-to-practice data; and Equity-minded campus-space observations.

Option 4

Hiring Track

The hiring track will include four 2-hour modules focused on how to incorporate disaggregated data and equity-mindedness into hiring practices and structures. The ideal audience are campus leaders, Human Resources staff, and any practitioners serving on hiring committees. Modules include: Critical foundations of racial equity in hiring; Interrogating bias in hiring and reframing conceptions of merit, fit, and compliance; and Equity-minded screening criteria, interview questions, and rubrics.

Contact: Dr. Esmeralda Hernandez-Hamed   📞 213-740-0384   ✉ esmeralda.hh@rossier.usc.edu

ADDITIONAL RESOURCES
Included in **CCC-ELC** Membership

NACCC

The National Assessment of Collegiate Campus Climate (NACCC) is a quantitative national survey that is informed by more than a decade of our center's climate work. In addition to our NACCC student survey, members now have access to faculty and staff versions—and a student survey tailored for Hispanic-Serving Institutions. Each college may select one version per membership year best aligned with their needs. New survey items address forms of discrimination including ableism, ageism, xenophobia, and transphobia, alongside expanded measures of belonging and academic persistence. Members receive:

- An interactive data dashboard with filters for disaggregation;
- De-identified data files for institutional research teams;
- Access to 75+ practical solution briefs aligned with NACCC content areas.

Equity Coaching

Race and Equity Center Coaches will be assigned to campuses and facilitate one 60-120 minute meeting with campus leadership teams per phase (for a total of two) to discuss logic models, plans, and address challenges. For campuses with NACCC data, these results and strategies for responding to them will also be discussed in these equity coaching sessions.

Virtual Equity Resource Portal

The Center has developed Equity Connect ®, an online repository of resources and tools for CCC-ELC member institutions. Previous asynchronous trainings are housed in the portal. Downloadable equity-related rubrics, readings, case studies, videos, slide decks, and conversation scripts are also included in Equity Connect ®. Every employee across all levels (ex. custodians, food service professionals, full-time and adjunct faculty members, student services professionals, athletic department staff, and more) at each CCC-ELC member institution will have 24/7 access to the virtual resource portal.

Equity Track Badging

All practitioners who complete asynchronous-online and synchronous training will receive a digital, verifiable badge they can include on their resume and social media sites.

Annual Membership Cost
$18,000

Timeline: For 2025-26 membership, contracts need to be signed and invoiced by early September (August if onboarding for NACCC in Fall).