



The President's Advisory Council on Diversity, Equity, Inclusion, Accessibility, Anti-Racism, and Belonging for Social & Economic Justice (PAC-DEIAAB/SEJ)

The President's Advisory Council on Diversity, Equity, Inclusion, Accessibility, Anti-Racism, and Belonging for Social and Economic Justice (PAC-DEIAAB/SEJ) is an umbrella advisory council of the Office of the President informed by the Governance Effectiveness Mission and Quality (GEMQ) Leadership Council with input from joint executive leadership of Academic Senate, California Teachers Association (CTA), California School Employees Association (CSEA), Associated Students of Riverside City College (ASRCC), and President's Leadership Team (PLT).

The areas of focus include diversity, equity, inclusion, accessibility, anti-racism, and sense of belonging to advance social and economic justice for the communities RCC serves. The PAC-DEIAAB/SEJ representatives will include membership from the Office of the President, Administration, Faculty, Classified Professionals, Student Leaders, and Community-based organization partners. The seventeen-member council will be formed through an application process and appointments from Academic Senate, CTA, and CSEA leadership. Membership includes attending meetings and participation in committee work for a two-year term, and end of cycle assessment or rotation.

The charge of the President's Advisory Council on DEIAAB/SEJ is to set targets and timelines to achieve goals and objectives. The PAC-DEIAAB/SEJ will review disaggregated data, practices, and protocols to develop a plan of action to ensure we are an organization actively adopting *servingsness* as a Hispanic Serving Institution (HSI), closing equity gaps, and embedding DEIAAB/SEJ into our Strategic Plan and process, Educational Planning and Oversight Committee (EPOC), and College Leadership Councils to advance student success and transform the institution to embody core principles of DEIAAB/SEJ.



Membership Criteria

- Committee appointments made in consultation with Academic Senate, California Teachers Association (CTA), California School Employees Association (CSEA), and Associated Students of RCC (ASRCC).
- Complete the [Participation Submission Form](#) by May 17.
- Actively participate in regular meetings and committee work. Schedule to be determined by council members.
- Bring competence and skills in one or more of the areas of diversity, equity, inclusion, accessibility, antiracism, and sense of belonging toward social and economic justice.
- Two-year term. Assessment and review of interests at end of two-year cycle. Support for rotating cycle.

Timeline:

- Updated College Announcement May 14
- [Participation Submission Form](#) Extended Deadline May 17
- Save the Date:
Kick Off Informational Meeting
May 22, 12:30 pm-1:30 p.m.
Light refreshments provided.

Membership

Administrative Coordinating Group

- President
- Dean of Equity
- District/College liaison for EEOC/HR Compliance
- Institutional Effectiveness & Research
- Senior Public Affairs Officer

Faculty (Full time and Part time)

- Academic Senate
- California Teachers Association
- Equity-minded competency



- One or more competencies in the areas of: DEIAAB

Classified Professionals

- California School Employees Association (CSEA)
- Professional Learning/Development

Associate Students of RCC

- ASRCC Executive Officer
- Multicultural Program Officer

RCCD

- Center for Social Justice and Civil Liberties

Community-based Organization

- The Civil Rights Institute of Inland Southern California

Proposed Committee Objectives:

- To listen and respond to the concerns and needs of the RCC community.
- To advocate and facilitate respectful interactions with an appreciation for DEIAAB/SEJ.
- To build an organizational culture of practice that promotes inclusiveness, dialog, and harmony within and across all stakeholder groups.
- To celebrate and uplift the many dimensions and benefits of a multicultural environment.
- To promote culturally responsive communication, systems, and structures and advise the college leadership on matters related to DEIAAB/SEJ.
- Assess the college's campus climate for students and employees.
- Develop and monitor the college strategic plan with a DEIAAB/SEJ lens.
- Develop and coordinate activities to promote and foster DEIAAB/SEJ.
- Design a plan of action to address DEIAAB/SEJ practices.



Potential Areas of Focus:

- Development of Guiding Principles and Community Agreements
- Implement a culture of change through the Leadership Councils
- Utilization of disaggregated data toward equity-minded decision making
- Revitalize RCC Land Acknowledgement and cultivate Tribal Liaison connections in our region.
- DEIA Assessment and Evaluation Process (new Title V regulations).
- Identify equity-minded professional learning opportunities toward institutional change.
- Designing of facilities and spaces through a DEIAAB/SEJ lens.
- Diversity in Hiring Practices
- Professional Learning Communities with a focus on DEIAAB/SEJ.
- Fully implement and connect Guided Pathways to culturally responsive curriculum, teaching, and learning through a DEIAAB/SEJ lens.
- Identify innovative institutional strategies and high impact practices toward DEIAAB/SEJ.