



PARADISE VALLEY  
COMMUNITY COLLEGE  
A MARICOPA COMMUNITY COLLEGE

# TACT

Take Action  
College Team

## Executive Summary



# Take Action College Team

The Take Action College Team (TACT) is proud to announce the PVCC TACT Recommendations have been accepted by the administration for review and implementation at Paradise Valley Community College (PVCC) throughout the 2020-2023 Strategic Plan Cycle. These recommendations will be further refined, vetted, and reviewed by existing structures and programs (i.e. CLT, Faculty Senate, Staff Senate, HR) prior to implementation. Below is an overview of TACT's work and the upcoming recommendations to be reviewed and implemented for 2020-2021.

According to the Paradise Valley Community College Annual Report 2018-2019, PVCC serves over 7,000 students per academic year. As an open-access institution, PVCC serves a diverse student population in terms of gender, age, race/ethnicity, sexual orientation, generation and levels of educational attainment. However, employee diversity, training and professional development, and campus belonging remain a challenge. These challenges highlight the need for PVCC to advance their diversity, equity, inclusion, and engagement efforts.

In response to the ongoing police brutality and racism in the United States, the college held an All College Listening Session on Tuesday, June 9, 2020. Employees who participated in the virtual All College Listening Session submitted their feelings and concerns about systemic racism, diversity, equity, and inclusion at the college through chat or an anonymous survey. Employee responses were coded and several themes emerged; the most prevalent was that the participants wanted to 'Take Action Now'. As a result, TACT was formed as a sub-team of the PVCC Diversity, Equity, Inclusion, and Engagement (DEIE) Committee, and charged with addressing these opportunities to advance PVCC.

Throughout the Summer of 2020, TACT compiled, researched, and refined recommendations to address the emergent themes from the All College Listening Sessions. The framework guiding this work is *Pedagogy of the Oppressed, Critical Race Theory, Critical Race Theory in Education, and An Introduction to Multicultural Education*. All of the recommendations are relevant and important. The recommendations are focused on the following areas and will be implemented in three phases across the 2020-2023 Strategic Plan Cycle:

- **2020-2021 Focus**

- Hiring & Onboarding
- Training & Professional Development
- Curriculum Development

- **2021-2022 Focus**

- Program, Division, & Department Review
- Campus Climate
- Reporting Options

- **2022-2023 Focus**

- Support, Advocacy, & Mentorship
- Scholarships
- Events & Experiences

- **Ongoing throughout the 2020-2023 Strategic Plan Cycle**

- Measuring Effectiveness

Advancing Diversity and Inclusion in Higher Education, 2016, U.S. Department of Education

Specifically, for the academic year 2020-2021, the focus will be on hiring and onboarding, training and professional development, and curriculum development. Our recommendations include:

- **Hiring and Onboarding**

- Implicit bias training for recruiting, screening, and interviewing committees
- Enhanced recruitment practices through diverse job posting sites (Strategic Staffing has announced that Diversityjobs.com will be posting MCCCCD job openings effective 8/24/2020)
- Ensuring diverse and equitable calls for service on hiring committees
- Inclusion of adjunct faculty using a search plan similar to full-time to provide an equitable hiring standard for adjunct faculty
- Requiring committees to engage in blind resume, CV, and cover letter screening processes
- Increasing interview questions addressing diversity, equity, inclusion, and engagement in application and interview processes
- Requiring interview committees to forward 3 qualified candidates, one must be a qualified BIPOC/URM candidate (if none found, request an audit of candidate pool)
- Revamping current onboarding and new employee orientations

- **Training & Professional Development**

- Identifying outside consulting companies to administer required training for all employees to address implicit bias and microaggressions, and to build employee cultural competency, fluency, and awareness of multicultural communication styles
- Reviewing options for student leader training in diversity, equity, inclusion, and engagement
- Ensuring supervisors are supported by administration to allow team members to attend increased professional development experiences on and off campus

- **Curriculum Development**

- Exploring internal and external opportunities for all faculty to increase the cultural responsiveness, relevancy, and sustainability of their curriculum
- Increasing strategies and training opportunities provided to all faculty designed to close equity gaps in student learning and achievement

The intent of TACT's recommendations is to be a starting point for PVCC to develop a Diversity Plan and to be explicit in the college's inclusion of these efforts in the 2020-2023 Strategic Plan Cycle:

1. To expand recruitment and hiring practices, training and professional development opportunities, events and experiences, and other efforts to ensure that employees, students, and community members are able to thrive on campus and as global citizens in a diverse society.
2. To support the development of a campus climate that values diversity, equity, inclusion and engagement to promote employees and students' ability to flourish and achieve their goals.
3. To establish a culture of accountability and assessment around diversity and inclusion strategic goals, initiatives, and policies.

Under the DEIE Committee, TACT will continue to work with the administration and appropriate structures and programs, to advance these recommendations to best serve our college and community. PVCC will be harnessing our internal experts to implement these recommendations, as this is a college-wide task and we are all charged with change. Many recommendations will require additional approval and collaboration (i.e. Division Chairs, Faculty Senate, Staff Senate, CTL, HR, CLT). The DEIE Committee will be a part of these conversations.

This is only our first step. In order to be successful, we need to be intentional and mindful in the implementation of these and future recommendations. The DEIE Committee and all of the members of TACT are collectively committed to this work, and will continue to work in a collaborative spirit that focuses on recommendations that advance our college, our culture, and our community. We understand that this work will change and grow through our diverse perspectives, expertise, and experiences. We are open to the positive possibilities to make PVCC better.

The PVCC TACT Recommendations fully documents TACT's efforts to implement a framework for cultural change through immediate action. The document will serve as the source document as we move through the 2020-2023 implementation phases. The recommendations are derived from PVCC employees. The document provides a detailed and robust overview of the opportunities PVCC has to take action now to reform our policies and practices. Doing so will empower PVCC to be a community college of choice that contributes to positive social change.

We could not have done this without a dedicated and caring team. Thank you to all of the members of TACT for their hard work, passion, and care.

Alejandra Dashe

Alexis Peterson

Andrea Macias-Murrieta

Audrey Moreno

Brian Wilson

Carolyn Szatkowski

Casey Durandet

Catherine Mendoza

Christianne Nieuwsma

Cynthia Diefert

David C. Rubí

Dawn Higgins

Diane Chapman

Emmanuel Ojameruaye

Elsbeth Pollack

Eric Leshinskie

Felicia Ramirez

Iris Love

Jana Schwartz

Jasmine Hinton

Jeanette Saxon

Jim Rubin

Kevin Smith

Laura Mazzocchi

Mary Early

Michaelle Shadburne

Mike Ho

Norma Chandler

Paul Dale

Raji Lauffer

Samantha Francois

Shannon Monge

Shoshannah Landis

Stacy Smith

Tami Dahl

Versha Anderson