

## **4CD IMPROVEMENTS NEEDED**

**Submitted at Board Meeting 10/14/20**

My name is Manu Ampim and I am a 14-year full-time faculty member at Contra Costa College (CCC) teaching History and Africana Studies. I am also President of the CCC African American Staff Association, and I present this statement as the spokesperson for the 4CD Association of Black Employees.

**Section 9 of the Chancellor’s contract relates to the duties that he/she is responsible for, including “improvement of the District as an institution of higher learning.”**

This is a list of the priorities that the new Chancellor Dr. Bryan Reece should focus on to help improve the 4CD as an institution of higher learning:

1. Ensure that the status quo does not continue in our district, where the 4CD leaders consistently fall short of hiring a diverse pool of administrators at the District Office. The disproportionate hiring of white administrators is not justified and is a result of systemic racial bias.
2. Ensure that the status quo does not continue in our district, where the 4CD District Office and campus leaders consistently fall short of hiring a diverse pool of faculty at the various campuses. The disproportionate hiring of white faculty on every campus in our district is not justified and is a result of systemic racial bias.
3. Ensure that permanent full-time African American upper level managers, faculty, and classified staff are at least proportionately hired throughout the district in relation to the African American student population.
4. Require that all open full-time positions have a diverse pool of candidates and diverse hiring committees, which includes African American employees.
5. Disallow any hiring committees for permanent employment that do not have a diversity of committee members, which includes African American employees.
6. Ensure that the 2013 4CD Workforce Diversity Committee recommendations to diversify the district workforce are implemented.
7. Hold all district employees accountable to work toward equity, diversity, inclusion, and racial justice, rather than allow the continuation of empty public statements which are rarely followed by any meaningful action.

8. Ensure that all district employees take the “diversity in hiring” training seriously. Currently, the diversity training required every 2 years in order to serve on a full-time hiring committee has *no credibility*. For example, it is not required to take this training in person (and this policy is pre-COVID 19). Nor is there a quiz or test required after watching the “diversity in hiring” training video, and thus all one has to do is simply play the video through the end, whether they watch and take heed of the training or not. This is a classic “check off the box” policy which a vast number of 4CD employees do not take seriously, and this allows them to continue with business as usual, which predictably ends in biased hiring results. This inadequate “diversity in hiring” training procedure should be changed immediately.
9. Hire African American experts to conduct diversity training, and to address systemic racism, and explicit and implicit bias. Also, solicit training recommendations from those who are directly harmed by the systemic racism which continues unabated in the 4CD.
10. Review all African American student and employee grievances, and track them at the college/district level to show repeat complaints. These students and employees are underserved and undersupported in our district. Their concerns and complaints are often ignored and minimized to protect district employees and the status quo.
11. Support all African American student learning communities in our district.
12. Require that the governing board members and all managers (including college presidents and vice chancellors) complete equity, diversity, inclusion, and racial justice training every two years.
13. Establish regular meetings with the 4CD Association of Black Employees Advisory Group to meet with the chancellor every month.