

The NEWS

4CD EMPLOYEE NEWSLETTER



September 2020

Highlights:

- District Concludes Chancellor Search
- Districtwide Workforce Diversity and Inclusion Report
- State of the District Meetings
- District Welcomes New Employees
- September 2020 Board Report
- September 2020 Cabinet Highlights

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Contra Costa Community College District

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The News
CCCCD Employee newsletter

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Your comments and suggestions are welcome. E-mail the Communications and Community Relations Office at info@4cd.edu.



4CD Chancellor Search Public Forums

District Concludes Chancellor Search

After restarting the search for the next permanent Chancellor, the Governing Board announced their decision to begin contract negotiations with Dr. Bryan Reece to become the next Chancellor following their September 22, 2020, special meeting. Dr. Reece's contract will be placed on the Board's next regularly-scheduled meeting on October 14, 2020, for approval. The decision was made following a month-long process that included interviews and public forums with Dr. Reece, who became the finalist after another candidate, Dr. Raúl Rodríguez, accepted an offer to stay at his current position as interim President/Superintendent at Hartnell College.

The conclusion of the Chancellor search comes after the process was delayed in March and April due to the transition to remote operations as a result of the pandemic. Board President Rebecca Barrett praised the dedication and work conducted by the Search Committee and Collaborative Brain Trust Senior Consultant Dr. Brice Harris, a longtime California community college educator and Chancellor Emeritus of the California Community Colleges. In addition, the Board acknowledged the hundreds of faculty, classified professionals, managers and community leaders who participated in the public forums and submitted comments to the trustees for consideration prior to their final decision.



Districtwide Workforce Diversity and Inclusion Report

At the September 8, 2020, Special Governing Board meeting, a team of leaders representing Contra Costa College (CCC), Diablo Valley College (DVC), Los Medanos College (LMC), and the District Office presented the Workforce Diversity and Inclusion Report, an in-depth examination of the District’s progress on diversity. The comprehensive report was compiled as a response to both the California Community College Diversity, Equity and Inclusion (DEI) Task Force’s recommendations and the more recent State Chancellor’s Office Call to Action.

The DEI Task force was formed by California Community College State Chancellor, Eloy Oakley in November 2018 to address the racial and ethnic diversity disparity between faculty and staff and the students they serve.

After its formation, the DEI Task Force completed a six month-long process to identify strategies to increase the racial and ethnic diversity of the community college workforce and concluded with three

recommendations. The California Community College State Chancellor’s Office Call to Action urged colleges to focus on six key areas in order to join the fight against structural racism as protests against injustice and systemic oppression mounted across the nation.

As a response to the call to action, the colleges and District Office began planning and implementing strategies to

support social and racial justice work districtwide. Part of these efforts included a renewed focus on the interrelationship between workforce diversity and equitable student success, as portrayed in the Workforce Diversity and Inclusion Report led by Executive Vice Chancellor, Education and Technology **Mojdeh Mehdizadeh**. The report was a culmination of research and information provided by a team of individuals who have worked directly in promoting and supporting equity and inclusion. Those individuals included **Rosa Armendariz**, DVC Dean, Student Engagement and Equity, **Dr. Emma Blackthorne**, Sr. Dean, Research and Planning, **Dr. Sophia Lever**, District Office Recruitment & Classification Analyst, **Andrea Medina**, District Office HR Support Services Manager, **Dr. Sabrina Kwist**, LMC Dean, Equity and Inclusion, **Dr. Mayra Padilla**, CCC Dean, Institutional Effectiveness and Equity and **Kenyetta Tribble**, Interim, Sr. Dean, DVC – San Ramon Campus.

“It was important for us to tie our work with the State Chancellor’s Office Call to Action, and more specifically to the DEI Task Force recommendations,” said Mehdizadeh. “This team from across our colleges and the District Office is comprised of talented equity-minded individuals with broad experiences, making the team very well-rounded.”

To access the report, please visit

[https://go.boarddocs.com/ca/cccd/Board.nsf/files/BTHS9971773C/\\$file/091620-4A-Workforce%20diversity%20and%20inclusion.pdf](https://go.boarddocs.com/ca/cccd/Board.nsf/files/BTHS9971773C/$file/091620-4A-Workforce%20diversity%20and%20inclusion.pdf)

Workforce Diversity and Inclusion Report

Presented to the CCCC Governing Board



Questions?

Rosa Armendariz, Dean, Student Engagement and Equity
Dr. Emma Blackthorne, Sr. Dean, Research and Planning
Dr. Sophia Lever, Recruitment & Classification Analyst
Andrea Medina, HR Support Services Manager
Mojdeh Mehdizadeh, Executive Vice Chancellor, Education and Technology
Dr. Sabrina T. Kwist, Dean, Equity and Inclusion

The Contra Costa Community College District, founded in 1948 and governed by a publicly elected five-member board, is one of the largest multi-college community college districts in California. The mission of the District is to attract and transform students and communities by providing accessible, innovative and outstanding higher education learning opportunities and support services.

Contra Costa Community College District is committed to equal opportunity in educational programs, employment, and campus life. The District does not discriminate on the basis of age, ancestry, color, disability, gender, marital status, national origin, parental status, race, religion, sexual orientation, or veteran status in any access to and treatment in College programs, activities, and application for employment



State of the District Meetings

The 10th annual State of the District community meetings were held throughout the month of September, except this time elected officials, business owners, community partners, county representatives, college staff and educators gathered virtually via Zoom to listen to the informative presentation. The five meetings were hosted by each of the three colleges (Diablo Valley College, Contra Costa College and Los Medanos College) with two additional meetings being conducted to represent the Diablo Valley College – San Ramon and Los Medanos College – Brentwood Center communities.



Led by the Governing Board and college presidents, District leadership also had the opportunity to share updates on several topics such as the District’s move to remote instruction during the pandemic, student support services, ongoing bond program projects and social justice initiatives. At the close of the meeting, attendees had an opportunity to ask questions and engage with Board, District and college leaders.

District Welcomes New Employees

Please welcome the following new employees who were approved by the Governing Board in September.

Regular Academic Employees

Location	Name	Title
CCC	Dominic Gonzalez	Biology
DVC	Rebecca Thomson	Child Development/Early Childhood Education

Board Reports

To review highlights of the Governing Board Meeting held on September 9, 2020, click on the link below:

http://www.4cd.edu/crpa/board_reports/September%209,%202020.pdf

To review highlights of the Special Governing Board Meeting held on September 16, 2020, click on the link below:

http://www.4cd.edu/crpa/board_reports/September%2016,%202020.pdf

Cabinet Highlights

To review highlights of the Cabinet meetings held in September 2020, click on the link below:

http://www.4cd.edu/crpa/chancellors_cabinet/September%202020.pdf