2020 – 2023
ANTI-RACISM AND INCLUSION ACTION PLAN WORKING GROUPS

GOALS

A1. Examine the Racial History

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A2. Disaggregate Student Success Data to Reveal Hidden Patterns of Racial Inequity

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A3. Lift Black/African American Voices; Expose and Acknowledge Past Experiences

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B1. Curriculum Review

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B4. Student Conduct Process

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B5. Bias Response System

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C1. Demonstrate Commitment

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C2. Establish a Black Resource Center

Working Groups:
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Black Student Union (BSU)
C3. Ongoing Open Dialogue Regarding Anti-Racist Behaviors, Policies & Practices at West Valley College. Lift Black/African American Students, Staff and Faculty Voices and Experiences

**Working Groups:**

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D1. Capacity Building

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E1. Increase Efforts and Innovative Strategies to Attract and Retain Historically Underrepresented or Marginalized Communities and Examine the Selection Process

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E2. Onboarding

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E3. Recruit & Retain a Greater Number of Historically Underrepresented, Under Served Students

**Working Groups:**

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E4. Campus Experience

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E5. Develop a Campaign to Include Diverse Students, Staff, Faculty and Administrator Stories

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E6. Equity and Inclusion Hall of Fame Award

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E7. Employee Resource Groups (ERGS)

**Working Groups:**

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