Sacramento City College
Campus-Wide Issue/Concern Form

Committee or Individual: Cultural Democracy Steering Committee  Date submitted: 9/14/06

Issue/Concern: Cultural Democracy Steering Committee and Structure

Signature of Initiator(s): Gerri Scott, Riad Bahhur, Pam Lindell, Josh Harris, Kris Kays, Sharon Terry, Nelle Moffett

A. Describe the issue/concern:

Cultural Democracy was defined as the overarching theme of the Education Initiative. Under this umbrella and the original Cultural Democracy subcommittee, Glenn Singleton was brought to the college to initiate Courageous Conversations about race. Several Beyond Diversity workshops have been planned for the 2006-07 academic year.

Currently the college does not have an organizational structure that is charged with ensuring the continuity and integration of Cultural Democracy in the college. Without a champion and support structure for this initiative, it will be very difficult for the college to sustain an effort to make the structural changes that are necessary to create equity in the college culture and in student success.

B. What do you recommend or suggest solving this issue/concern?

1. Establish a Cultural Democracy Initiative out of the President's Office (see attachment)
2. Appoint a Cultural Democracy Initiative Coordinator
3. Establish a Cultural Democracy Steering Committee
4. Charge the Steering Committee to oversee a task force structure to infuse Cultural Democracy throughout the college organization, programs, and services

Suggested Charge for the CD Steering Committee: Develops a structure of task forces which engage in rich and open dialog and examine college policies, processes, practices, and literature in light of the principle of pluralism; facilitates the work of the task forces; integrates the outcomes of the dialogs; plans and supports the Beyond Diversity workshops, facilitator training, and on-going Courageous Conversations; provides guidance for the development of proposals and campus issues forms to initiate changes in college policies, processes, practices, and literature and recommends them to the Executive Council; prepares a unit plan with annual goals and action items; reports to the President on progress; serves as the champion for Cultural Democracy in the college and district.

C. How will this recommendation support the success of SCC students and benefit the campus community?

The Goal of the Cultural Democracy Initiative is to promote student success, specifically by closing the achievement gap that exists between students of color and their White counterparts. The Cultural Democracy Initiative seeks to achieve equity in educational access, achievement, and retention. This Cultural Democracy initiative will work to create a college climate that is welcoming and respectful of multiple cultural perspectives based on the principle of pluralism. When the college embraces the principle of pluralism, students and faculty/staff can be respected and successful within the expression of their own cultural values and norms.

Please return this form to the Process Coordinator, Nelle Moffett, RN 221. The Initiator will be notified within 5 working days as to the committee or council that will review this issue/concern.

Official Use Only

Date received by Process Coordinator: 9/14/06  Tracking #: 06-07-04

Date Initiator Notified: 9/14/06

Forwarded to: Executive Council  Date: 9/20/06 agenda

Revised: 5/17/04
The Goal of the Cultural Democracy Initiative is to promote student success, specifically by closing the achievement gap that exists between students of color and their White counterparts. The Cultural Democracy Initiative seeks to achieve equity in educational access, achievement, and retention.

Organization of the Cultural Democracy Initiative

The organization of the Cultural Democracy Initiative beginning Fall 2006 will be as follows:

1. The Cultural Democracy Initiative is housed in the President’s Office.
2. The main bodies of the Cultural Democracy Initiative will be the CDI Coordinator, the CDI Steering Committee, and various Task Forces, as such:

CDI Coordinator: The Cultural Democracy Initiative Coordinator will examine ways to institutionalize cultural democracy in the existing college structure and will facilitate the collaborative process of identifying opportunities for institutional change. Will communicate with constituency groups, establish and oversee the organizational structure of the Cultural Democracy Initiative, lead the Steering Committee charged with institutionalizing cultural democracy through various task forces, and collaborate with the Staff Resource Center in order to facilitate professional development events that promote cultural democracy.

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CDI Steering Committee: Consists of 7 members: the CDI Coordinator, the Staff Development Coordinator, the Student Services Faculty representative, the Instructional Faculty representative, the Classified Staff representative, the Management representative, and the Student representative. All must have participated in a Beyond Diversity workshop. Steering Committee members either facilitate or are liaisons to facilitators of Task Forces.

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CDI Task Forces: Task Forces may form and dissipate as various tasks are identified and completed, therefore there is no set number of Task Forces. Each Task Force will have a facilitator, who may or may not be a member of the Steering Committee. Task Force Facilitators must have participated in a Beyond Diversity workshop. Otherwise, membership in the Task Forces is open with the exception of the Beyond Diversity Task Forces, in which members must have participated in the Beyond Diversity workshop. Some initial Task Forces will be:

- Research Task Force – to evaluate the outcomes of the CDI, and track grievances
- Student Concerns Task Force – to mediate student concerns with the Steering Committee
- Beyond Diversity Task Force – Identifies needs for new workshops and facilitator trainings, facilitates Courageous Conversations, directs graduates into other task forces, identifies “next steps.”
- Pedagogy and Course Content Task Force – to discuss ways to infuse culturally democratic methods and content into existing and new courses
• Student Services Task Force – works with various student services such as matriculation, Counseling, Disabled Student Services, etc.
• Hiring for Cultural Democracy Task Force – examines current equity processes and other issues related especially to the hiring of new faculty. May work with the existing Equity Committee.
• More as needs are identified
Cultural Democracy Initiative

CDI Coordinator

Steering Committee

- Research Task Force
- Student Concerns Task Force
- Beyond Diversity Task Force
- Student Services Task Force
- Hiring for Cultural Democracy Task Force
- Pedagogy and Course Content Task Force

Staff Development Coordinator

TBD