

1 DEIA PACKAGE PROPOSAL  
2 FROM THE CERRITOS COMMUNITY COLLEGE DISTRICT TO THE  
3 CERRITOS COLLEGE FACULTY FEDERATION, AFT Local 6215  
4

5 May 10, 2024  
6

7 This proposal from the Cerritos Community College District to the Cerritos College Faculty Federation, AFT  
8 Local 6215 ("CCFF") is expressly made pursuant to the Educational Employment Relations Act and the  
9 current Collective Bargaining Agreement between the parties.  
10

11 All components of this proposal are required to be accepted for it to take effect. If any portion of this  
12 proposal is rejected, all other portions of this proposal are deemed to have been rejected. The following  
13 article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth  
14 below:  
15

16 ARTICLE 5:  
17 ACADEMIC FREEDOM  
18

19 5.1 *Purpose:* Subject to paragraph 5.10 below, the District is committed to upholding and  
20 preserving principles of academic freedom. These principles reflect the college's  
21 fundamental mission, which is to improve student success, **promote equitable access**  
22 **to education, foster an inclusive academic environment,** and provide access to  
23 innovative learning opportunities that promote learning. The principles of academic  
24 freedom protect freedom of inquiry and research, freedom of teaching and instructional  
25 methodology, and freedom of expression and publication.  
26

27 [...]  
28

29 5.9 In exercising the rights specified in 5.1 through 5.8 above, Cerritos College Faculty have  
30 a responsibility to engage in teaching and learning that: honors and respects the rights of  
31 others to hold divergent viewpoints; avoids any exploitation, harassment or discriminatory  
32 treatment of students; **reflects equity-minded practices; refrains from any retaliatory**  
33 **actions against those with divergent views or who engage in protected conduct;** or  
34 engage in unprotected speech that leads to or may reasonably lead to physical injury to  
35 individuals, instructional facilities or the substantial disruption of college classes or  
36 activities.  
37

38 [...]  
39

40 ARTICLE 16:  
41 EVALUATION  
42

43 16.1 General Provision  
44

45 16.1.1 The purposes of the Faculty evaluation process are to continually improve the  
46 quality of instruction and services offered to students of Cerritos College, to assist  
47 Faculty in achieving their highest level of professional development, and to assess  
48 the quality and effectiveness of instruction and other professional activities. In order  
49 to fulfill these purposes, the evaluation process includes peer and management  
50 review, administrative evaluation and, when necessary, disciplinary action.  
51

52 **16.1.2 To establish and implement the diversity, equity, and inclusion (DEI)**  
53 **requirements set forth in Title 5 § 51201, and to ensure that the faculty**  
54 **evaluation process best reflects upon equity-minded practices, the District**

55 and CCFF agree to empanel a workgroup to review the current evaluation  
56 processes and instruments, and determine the most appropriate means of  
57 incorporating DEI competencies, and to develop a recommendation that will  
58 be submitted to the District and CCFF for negotiations before the end of the  
59 2024-2025 college year. The workgroup will include representatives from: four  
60 (4) representatives from District administration, including the Vice Presidents  
61 of Human Resources, Academic Affairs, and Student Services, or designee(s);  
62 two (2) representatives from the Federation, and two (2) appointees from the  
63 Academic Senate.

64  
65 [...]

66  
67 For the District:

For the Cerritos College Faculty Federation  
AFT Local 6215:

68  
69  
70  
71 \_\_\_\_\_  
72  
73 Dr. Mercedes Gutierrez  
74 Vice-President, Human Resources/  
75 Assistant Superintendent

\_\_\_\_\_

Dr. April Bracamontes  
CCFF/Lead Negotiator

76  
77  
78 \_\_\_\_\_  
79 Dr. Lynn Wang  
CCFF President