

Statement of Diversity, Equity, and Inclusion

At Cerritos College, diversity, equity, and inclusion are core values of our mission and vision. Our operational definition of diversity embraces all human differences while building on our shared identity and experiences as members of the Cerritos College community.

Definitions

To ensure all members of the Falcon family have a shared understanding of what is meant by diversity, equity, and inclusion the following statement defines these terms and expresses our commitment to diversity in campus efforts for teaching and learning, employee recruitment and retention, as well as our campus services and activities.

At Cerritos College, diversity means including a variety of viewpoints, life experiences, backgrounds, and exceptionalities to generate the most effective and inclusive ideas, policies, and solutions; diversity is the involvement of individuals representing a spectrum of experiences and identities, including fixed, fluid, and intersectional identities, such as:

Age	Geographical Location	Race
Criminal System Impacted	Immigration Status	Religion or Lack Thereof
Disability	Judicial System Impacted	Sex
Educational Background	Language	Sexual Orientation
Ethnicity	Marital Status	Socioeconomic Status
Foster Care Status	Military/Veteran Status	
Gender Identity and Expression	National Origin	
	Parental Status	

This list is not intended to be an exhaustive list, but gives an indication of the variety of examples of diversity our campus seeks to acknowledge.

Inclusion means affording all members of the college community the opportunity to participate, regardless of differences, where all students, employees, and visitors feel welcomed, supported, and a sense of belonging. This spirit of inclusion is intended to reach all Cerritos College programs, activities, and services, to cultivate a healthy sense of safety where everyone feels invited to participate.

Equity means a commitment to intentionally designing all components of our campus in such a way that ensures each member of the Cerritos College community receives what they need to be successful. This includes race conscious approaches, data informed decision making, and systemic commitments to identifying and removing historic and

persistent barriers which cause disproportionate impacts and perpetuate intersectional oppression.

Commitments

With these definitions in mind, the College is also committed to:

Actively acknowledging and analyzing the historical and social factors, including systemic injustices and oppression, which have shaped our institution and the experiences of all members of our college community. Cerritos College commits to routinely scrutinize structural barriers to equity, invest in equity-minded policies, practices, and resources, and foster a culture where all people can fully participate throughout the Cerritos College community.¹ We commit to collecting and applying relevant data, when making decisions that impact student success.

Therefore, we commit to understanding obstacles and working toward their solutions by:

- I. Recognizing student voices and experiences as primary to the College's work and its improvement. As such, we acknowledge the impact of identity validation, role modeling, and representation in shaping and expanding students' perceptions of their own potential, the value of their diverse skills, and their aspirations.
- II. Investing in continuous on and off campus professional development opportunities for all members of the campus community, to better understand factors related to diversity, equity, and inclusion, and to identify and remove historic and systemic inequities.
- III. Valuing and cultivating on campus opportunities, expertise and participation with meaningful support, including effective incentives and compensation; for example, developing affirming mentoring relationships, such as peer support networks and programs for students and employees as they enter and advance at the College.
- IV. Actively innovating and incorporating diversity, equity, and inclusion efforts within campus planning, the hiring and recruitment processes, student and employee retention, instruction policy development, resource allocation, and program development.

¹ We strive to remove structural barriers within the scope of our control, whether the barrier was imposed intentionally or unintentionally.

- V. Being accountable for and tracking all outcomes of diversity, equity, and inclusion efforts, and responses to incidents of bias, discrimination, harassment, retaliation, and hatred.²
- VI. Working collaboratively to recommend and maintain policies, processes, and campus plans that align with diversity in ways that do not seek to limit academic freedom, but rather, to foster a campus culture of respect, equity, and inclusion.
- VII. Challenging assumptions and centering traditionally marginalized voices and perspectives while accepting the discomfort inherent in applying and investigating race conscious approaches. Despite how difficult the task, we are committed to holding one another accountable through the necessary cycle of making mistakes, acknowledging our blind spots, embracing teaching moments, and continuing our learning in order to prioritize diversity, equity, and inclusion from this point on.

² This commitment is not intended to require disclosure of confidential or otherwise protected student or employee information, such as conduct sanctions or personnel corrective actions. Board Policy related to the investigation of responses to misconduct shall supersede this policy.