



October 24, 2020

Dr. Dianne Van Hook
Chancellor
College of the Canyons
26455 Rockwell Canyon Road
Santa Clarita, CA 91355

Dear Dr. Van Hook,

Evergreen Valley College (EVC) is submitting a letter of interest for assistance from a Partnership Resource Team to support institutional improvement and transformation in our instruction and services. We want to make actionable our guiding principles of equity, opportunity and social justice with a concentrated focus on humanizing our college through anti-racist inquiry and reflection.

EVC has achieved significant accomplishments in its equity work and has an institutional culture that strongly supports social justice. To meet the needs of our student population, the college recently launched a cohort-based first year experience model to provide key services to all entering first-time students. The college has developed and implemented a new strategic plan and has brought together representatives from across the college to develop and implement more thoughtful guided pathways.

EVC has been recognized as 2019 Champion of Higher Education by the Campaign for College Opportunity, as an institution leading the state in supporting transfer students, and as a 2020 Best Value School with the highest paid graduates of all California community colleges and fourth nationally according to PayScale. In addition, the Chronicle of Higher Education recently recognized EVC as being the fourth most diverse faculty in the nation among community colleges.

While these accomplishments and accolades are significant milestones for the college community, we painfully recognize that there is still a persistent pattern of racial stratification and disparities for traditionally underrepresented students on our campus. In order to actualize our guiding principles, the college seeks to interrogate the institutional systems and structures that contribute to these disparate outcomes through focused inquiry and action-planning at the course, program, service, policy and procedural levels.

Our goal is to not stay neutral in the struggle against racism and ensure that the college is effectively nurturing success for all students. This work directly aligns with the *Vision for Success* and the goal to reduce equity gaps in all student success measures for traditionally underrepresented student groups. We would welcome the support of a Partnership Resource Team in this effort and the ideal time for a first visit would be in February or March 2021.

We look forward to the opportunity to engage in this process.

Sincerely,

A handwritten signature in black ink, appearing to read "Tammeil Y. Gilkerson".

Tammeil Y. Gilkerson, Ed.D.
President

December 21, 2020

Dear Colleagues,

In Evergreen Valley College’s (EVC) letter of interest for assistance, our overarching goal is to humanize our college through antiracist inquiry and reflection by interrogating the institutional systems and structures that contribute to disparate outcomes for traditionally underrepresented students.

We recognize this is ongoing work that takes time, care, and nurturing. We are committed to creating a learner-centered institutional culture that is student-focused and recognizes the need for classified professionals, faculty, and administrators to have the space to learn, reflect, and grow. Through our inquiry, reflection, and action, we hope to stay connected to the vulnerable act of learning and model that learning is more than a static outcome but an ongoing transformative process.

To support this vision for an antiracist learner-centered institution that is inclusive of all members of our college community, we seek support from a Partnership Resource Team to help guide us in developing the foundation and creating a framework for inquiry and action in crucial areas detailed below.

Original Letter of Interest Area of Focus	More Detailed Treatment of Area of Focus
Inquiry, Action-Planning & Institutionalization Curricular: Course & Program	How can we... <ul style="list-style-type: none"> analyze classroom climate and create more inclusive classrooms? effectively assess who is reflected in our curriculum at the course & program level, ensuring commitment to antiracist curricula? build compassion and hope into each student’s learning experience in the classroom?
Services	<ul style="list-style-type: none"> increase student connectedness to the college to foster engagement and success?
Research & Communication	<ul style="list-style-type: none"> provide consistent and ongoing data at both the micro and macro level to assess changes? communicate to all stakeholders the commitment to being learner-centered and antiracist? foster commitment and accountability for improving outcomes for traditionally underrepresented students?
Policy, Procedures & Practices	<ul style="list-style-type: none"> assess institutional policies, procedures, practices, and funding that may have an adverse impact on students? change institutional policies, procedures, practices, and funding for a more equitable impact?

Policy, Procedures & Practices	<ul style="list-style-type: none"> • develop and expand antiracist practices and anti-bias procedures to ensure a more diverse faculty and staff? • develop a more robust system for assessing the efficacy of action plans and identified changes? • create space for students and employees to safely share feedback about lived experiences on and off campus?
Professional Development	<ul style="list-style-type: none"> • nurture employee reflection, humility and support for gaining greater racial and cultural literacy? • acknowledge the existence of racial socialization and the impact on learning and lessen defensiveness for greater action? • sustain the institutional commitment to this ongoing work?

Current Efforts

- Joined the USC Race & Equity Center’s Equity Alliance (summer 2020)
- Revitalized the College’s Diversity Action Council (fall 2020)
- Focused professional development days: humanizing education (fall 2020/spring 2021)
- Approved department-specific faculty inquiry groups focused on antiracist curriculum and instruction (spring 2021)
- Joining Institute for Evidenced-Based Change’s Caring Campus Initiative for classified professionals (spring 2021*)
- Administering National Assessment of Collegiate Campus Climates Survey (spring 2021)
- Administering Center for Community College Student Engagement Survey, including pilot race/ethnicity survey (spring 2021)

We are grateful for your willingness to serve on the Partnership Resource Team for our college. We look forward to partnering with you on this important effort.

Sincerely,

Randy Pratt

Randy Pratt
Academic Senate President

Bianca Lopez

Bianca Lopez
Classified Senate President

Satwik Modi

Satwik Modi
Associated Student Senate President

Tammeil Gilkerson

Tammeil Gilkerson
College President

Matais Pouncil

Matais Pouncil
Vice President, Academic Affairs

Andrea Alexander

Andrea Alexander
Vice President, Admin Services