On June 5, 2020, Chancellor Eloy Ortiz Oakley issued the Call to Action to the California Community Colleges. On August 17, the Taft College Academic Senate Council met and voted to advance the agenda item to the Taft College Senate-of-the-whole. On August 21, the Taft College Academic Senate voted “to form an Ad Hoc Committee on Classroom Inclusivity and Anti-Racism focused only on the Chancellor’s June 5th’s third recommendation to audit classroom climate and create an action plan to create inclusive classrooms and anti-racism curriculum.” The Taft College Academic Senate Ad Hoc committee on Equity, Anti-Racism, and Inclusivity reviewed recommendation #3 from the Call to Action and created seven recommendations to the Academic Senate. Each recommendation addresses a specific aspect of the Call to Action and is addressed to an appropriate Taft College body who works in the area related to the recommendation.

1. The Taft College Academic Senate requests that the office of Institutional Research, Assessment, and Planning assist in surveying students, non-tenured faculty, adjunct faculty, and administration anonymously regarding inclusive and anti-racist classroom climate.
2. The Taft College Academic Senate recommends to the Faculty Professional Development Committee that anti-racism education related topics be included as flex opportunities, including in-service activities or individual flex activities, for TC faculty on an ongoing basis.
3. The Taft College Academic Senate requests an ASCCC visit on anti-racism education.
4. The Taft College Academic Senate recommends to the Strategic Planning Committee that a component of program review include aligning academic programs’ mission statements to Taft College’s mission to provide “an equitable learning environment defined by applied knowledge leading to students’ achievement of their educational goals” and that this update be captured in the How-to Guide.
5. The Taft College Academic Senate recommends that the Curriculum & General Education Committee include an evaluation and discussion of all courses’ “diversity of representation and culturally responsive content” as part of regular curriculum review.
6. The Taft College Academic Senate recommends to the Taft College Faculty Association that faculty evaluation procedures be reviewed to determine if cultural competency is adequately addressed in the existing faculty evaluation processes.
7. The Taft College Academic Senate recommends that the Equal Employment Opportunity Committee in consultation with the Faculty Association to review the existing faculty evaluation process to determine if there are systematic barriers for continued employment (tenure or re-hiring adjunct faculty) that might apply to faculty of color.