



# DEI PLAN JOURNEY AT OCC

Tentative as of November 5, 2021

NOVEMBER 2020

## TASK FORCE CREATED

- President's Taskforce on Equity and Inclusion was created to focus on diversity, equity, and inclusion
- Task Force included student, faculty, classified, and manager representatives
- [DEI website](#) was created

APRIL 2021

## SHARED NORMS DEFINED

- Task Force defined and endorsed shared norms/guidelines in which the group is going to operate

## VISIONING SESSIONS

- Visioning sessions for the Educational Master Plan and DEI plan were held across campus

## KEYS AREAS OF FOCUS

- Task Force developed key area of focus and aligned these areas with the Educational Master Plan

MAY 2021

## ACTION PLAN AREAS

- Task Force worked in groups to review information from visioning sessions and areas of focus
- These groups then drafted actions plan to be incorporated into the DEI Plan

NOVEMBER 2021

## DEI FRAMEWORK

- Task Force will develop a formal DEI Plan framework
- This framework will include a "living" glossary of terms relevant to the plan

DECEMBER 2021

## DRAFT DEI PLAN

- Initial DEI Plan will be drafted

FEB-MARCH 2022

## REVIEW & REVISE

- Draft plan will be reviewed and revised based on final HEDS survey & focus group results
- Plan will be aligned with Educational Master Plan and District DEI Plan

MARCH 2022

## VET WITH CONSTITUENTS

- Final DEI Plan will be distributed and vetted with campus constituents

APRIL 2022

## DEI PLAN

- Final DEI Plan is adopted