

## **DIVERSITY, EQUITY, AND INCLUSION**

Community Christian College (cCc) has made a substantial commitment to understand and implement the new government mandate of Diversity, Equity, and Inclusion (DEI). To that end, cCc started at the top with the board of trustees and brought the commitment to the students, staff and faculty.

The one advantage of being a small college with one degree program is that we can move very quickly. The board actions went as follows:

1. The introduction of DEI to the board by Chairperson, Dr. Lowell Linden.
2. Continued training of the board by Dr. Linden using information from the ACCT.
3. The Board agreed to have the staff identify Bible verses that support the concept of DEI.
4. Staff presented the results and the Board of Trustees voted unanimously to add DEI to the Mission Statement and Objectives.
5. Email discussion was conducted over the DEI actions taken by Texas Christian University (TCU).

The next step was for the Curriculum Committee and the Faculty Senate to agree upon the integration into the curriculum DEI. The following actions were the results:

1. Both the Curriculum Committee and the Faculty Senate authorized Professor Marilyn Hope to create a 1.5 unit course based upon DEI and to implement it into the current mandatory curriculum.
2. The course was created and taught in the Spring Quarter 2022.
3. After positive input from the students and faculty, an additional 1.5 units course is under development based upon a world view and will be integrated and implemented into the curriculum and taught after the Fall of 2022.
4. Finally, a world view version of the DEI course will be reviewed and implemented later in the new year (2023).

Admissions made changes to the Student Application to include the following on the application form:

The following questions were developed by several groups providing feedback to the California State University system and is now being instituted at cCc. Respondents are provided a space to self-identify if the available answer options do not suit them. All collected data are protected, including data of a sensitive nature. Significant safeguards are in place to ensure that only those with a legitimate need have access to the data. Preferred names and personal pronouns will be used across various student services to be more inclusive of a student's lived experience.

As with all other demographic questions on the admission application, providing gender identity and sexual orientation data are optional and, as required by law, will not impact admission decisions. This information may neither be used in making admission decisions nor in any other discriminatory manner. The new questions represent a more inclusive method of data collection, benchmarking, and outreach/communication to relevant campus constituencies.

The college reserves the right to remove or deny a preferred name or personal pronoun submission if used inappropriately. This includes, but is not limited to, foul or inappropriate language or identifiers submitted to avoid a legal obligation or to create misrepresentation. Names with excessive characters may not display correctly in some systems. Though these can be changed as necessary, once placed into your portal they become a campus record and are shared in the campus data system. This data is used to enhance various academic and student services. Please do not upload your information into the portal if you are not ready to share this information with faculty and staff.

Gender

Another Identity (please specify): If you select other on the previous question.

Gender Expression. Respondents are provided a space to self-identify if the available answer options do not suit them. Examples of personal pronouns are listed at [www.mypronouns.org](http://www.mypronouns.org).

Do you consider yourself to be?

Another Orientation (please specify): If you select other on the previous question.

Ethnicity - Hispanic or Latino\*

Race

Concerning the staff and faculty, the focus was on new mandates from Title IX regarding the implementation of DEI within the college. The following resulted:

1. The Chair, Lowell Linden, President, Brian Carroll, and Vice President of Academic Affairs, attended two webinars on the topic. One from the government and the other from a consultant.
2. Mandatory training was conducted with all staff including, the two Academic Athletic Director, all coaches and Memorandum of Understanding holders. The new 700 page document pending approval was presented in summary format.
3. DEI was then integration into the Assessment Plan.

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Example email:

Email discussion on TCU

Brian Carroll

To:

- J Stanley Mattson <stanmattson61@outlook.com>

Thu 6/30/2022 10:11 AM

Meet here at 11.30 AM

Sent from [Mail](#) for Windows



**From:** [J Stanley Mattson](#)

**Sent:** Thursday, June 30, 2022 10:10 AM

**To:** [Brian Carroll](#)

**Subject:** Re: DEI at One Christian College

Greetings Board Members,

Texas Christian University. Question . . . Is this us in the future? Something to think about for the next meeting.

[Diversity, Equity and Inclusion \(tcu.edu\)](#)

[Diversity, Equity and Inclusion - Texas Christian University](#)

The Office of Diversity and Inclusion will host its inaugural Diversity D

"REFLECT. REIMAGINE. RECONNECT" recognizes the need to reflect on ways our lives intersect so that we can build a new movement focused on  
[www.tcu.edu](http://www.tcu.edu)

[Texas Christian University Race & Reconciliation Initiative \(tcu.edu\)](http://www.tcu.edu)

[Texas Christian University Race & Reconciliation Initiative](http://www.tcu.edu)

The Race & Reconciliation Initiative is an academically-based, historical and document TCU's relationship with slavery, racism, and the Confederacy  
[www.tcu.edu](http://www.tcu.edu)

Blessings,

***Brian***

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To:

- jhnydam;
- lowellinden;
- R.R. Baatry-Gee;
- Xin\_Zhao;
- Brian Carroll;
- Edward Robillard;
- Yolanda Webb <yolanda.asga@gmail.com>;
- Stan Mattson <stanmattson61@outlook.com>

Cc:

- Dr. R.R. Baatry-Gee, Ph.D.;
- Marilyn Hope;
- Dick Durant;
- Kimberley Williams;
- Robert Ziprick <rziprick@ziprickassociates.com>;
- Dr. Williams;
- Jones;
- Thomas Jones