
GUIDED PATHWAY PROJECT TEAM (20/21)

CULTURAL COMPETENCY

TEAM MEMBERS:

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FACULTY: DOMINIQUE HITCHCOCK

CLASSIFIED PROFESSIONAL: STEPHANIE OLGUIN

MANAGEMENT: GUSTAVO OCEGUERA

Project Plan Brief Overview

- The Cultural Competency Project Team is charged with the following tasks:
 - Develop a definition and vision for cultural competency
 - Assess the College's current level of cultural competency
 - Identify trainings and resources that are focused on unconscious bias, anti-racism, and equity-minded practices that lead to increased cultural competency for all constituent groups
 - Provide recommendations on how to expand/increase cultural competency for all constituent groups

Challenges and Opportunities

Challenges

- Broad scope: definition for cultural competency, trainings, assessment
- Lack of definition for Cultural Competency
- Expectations (unclear as to deliverables by end of year 1)

Opportunities

- Define Cultural Competency: adopt the RCCD Call to Action Taskforce definition
- Connect with local and districtwide Cultural Competency professional development efforts
- Create synergy between constituent groups at Norco College through project team weekly meetings
- Develop a vision and long term goals to impact campus culture and climate

Lessons Learned

- Cultural Competency requires a long-term commitment
- Meeting frequency is essential
- All voices are equally important and necessary
- Work should be evenly shared during team meeting
- There was no clearly identified connection and overlap between Project Teams
- Project Teams should have been provided professional development in their respective area of responsibility

Deliverables Achieved

- Adopted a definition and a vision for Cultural Competency
- Identified available Assessments tools: Equity Audits and Campus Climate Survey (National Assessment of Collegiate Campus Climates (NACCC)
- Identified Trainings
- Recommend strategies to achieve our mission

Recommendations

- A new project team shall be launched next year to develop and implement a Train-the-Trainer model.
- Project Team members shall be composed of all constituent groups.
- Project Team shall collaborate with local and districtwide professional development efforts as it relates to Cultural Competency training (i.e. Call to Action Task Force Professional Development Workgroup, NC Professional Development Coordinating Network).
- College shall identify funding sources for special projects, trainers, courses, and materials.
- Consider adding an objective under EMP Goal 4 to track Cultural Competency Professional Development goal