

Santa Rosa Junior College
IDEAA Task Force
Report and Update to the Academic Senate
Spring 2026

I. Executive Summary

The IDEAA (Inclusion, Diversity, Equity, Accessibility, and Anti-Racism) Task Force was convened in September 2024 to advance Santa Rosa Junior College’s commitment to IDEAA by examining institutional and workplace culture, campus climate, and the role of IDEAA principles within the College’s evolving participatory governance structure.

Over the course of its work, the Task Force reviewed campus climate data, synthesized outcomes from facilitated discussions, examined external equity frameworks, engaged in cross-constituency dialogue, and clarified the appropriate scope of IDEAA-related responsibilities across governance bodies.

This 2025–2026 report summarizes where the Task Force began, how its charge evolved, the key findings that have emerged, and a request to continue the work through the 2026–2027 academic year in order to finalize a set of advisory recommendations that support sustainable, equity-centered decision-making and clear role alignment across the College.

II. Task Force Charge and Scope of Work

Santa Rosa Junior College has long articulated a commitment to Inclusion, Diversity, Equity, Accessibility, and Anti-Racism as central to its mission and service to students and the community. This commitment is reaffirmed in the College’s Strategic Plan, which identifies equity, belonging, and student success as core priorities. In recent years, increased attention to campus climate, equity outcomes, and organizational change has underscored the need for intentional structures that support belonging, transparency, and accountability across the institution.

The IDEAA Task Force was formed in this context to provide focused, time-bound inquiry and recommendations related to institutional and workplace culture, and to support the College during a period of participatory governance redesign aligned with the Strategic Plan. A task force model allowed for broad representation, intentional synthesis, and deep engagement across faculty, classified professionals, students, and administrators — ensuring that IDEAA principles are treated not as stand-alone initiatives, but as integral to the College’s long-term strategic direction.

Original Charge

College Council charged the Task Force to engage in a year-long exploration of the District’s commitment to IDEAA and of models for District-wide engagement, centering the experiences of students to cultivate a

community of belonging that is just, equitable, in queer solidarity, and grounded in racial justice. The original charge included the following elements:

1. Ground all work in students' experiences, disaggregated success outcomes, completion rates, and engagement data.
2. Establish a working guide for IDEAA in action and definition.
3. Advise on the review and communication of campus climate assessments, including recommendations to cultivate belonging, safe spaces, and collaborations to build an IDEAA college community.
4. Maintain a repository of IDEAA activities and programs across the District for students and employees.
5. Support and serve in an advisory capacity for the Equal Employment Opportunity (EEO) Plan.
6. Recommend the type of District group that could continue this work as part of participatory governance.
7. Communicate progress to College Council and contribute to District-wide communication.

Refined and Extended Charge

As the work progressed, the charge was refined and the timeline extended through May 2026 to focus on:

- Enhancement of institutional and workplace culture and campus climate.
- Continued review and analysis of the National Assessment of Collegiate Campus Climates (NACCC) survey.
- Analysis and communication of themes from the Fall 2024 facilitated discussions conducted by Rooted in Love.
- Identification of mechanisms for embedding IDEAA principles within the redesigned participatory governance framework.

This refinement allowed the Task Force to move from exploration toward synthesis and actionable recommendations. The 2024–2025 IDEAA Task Force Overview provides additional context, timelines, and outcomes.

Membership and Process

The Task Force includes representation from faculty, classified professionals, administrators, students, and guests with relevant expertise. Membership composition was developed in consultation with senate and union leaders to identify the roles needed for the work. Meetings are held regularly and include both standard and extended sessions designed to support deeper analysis and recommendation development. The membership has changed slightly over the past two years, but is currently composed of the following members: Brijit Aleman, Ben Alcantar, Rickey Bauman, Robert Brownlee, Beatriz Camargo, Robert Ethington, Madison Green, Margarita Gonzalez-Jordan, Regina Mahiri, Karolina Nazario, Nick Perrone, Moisés Santos, Alondra Soto, Jerry Thao, Kyle Wallstrum, Corrina Wells, Maura Wong Cooper

III. Where We Started: Foundational Work

Early in its work, the Task Force focused on building shared understanding and grounding discussions in data and lived experience. Key inputs included:

- Review of NACCC survey results reflecting student, faculty, and staff experiences.
- Summary analysis of facilitated discussions conducted by Rooted in Love in Fall 2024.
- Exploration of external equity and belonging frameworks (e.g., EdTrust and similar models).

This phase emphasized listening, identifying patterns, and reviewing data before moving toward synthesis.

IV. Where We Are Now: Key Findings and Themes

Campus Climate and Belonging

Across data sources, several themes emerged:

- Varied experiences of belonging across employee and student groups.
- The importance of transparent communication, consistency, and diversifying the voices represented in governance and decision-making spaces.
- The role of institutional practices — not only individual behavior — in shaping climate.

While many participants expressed commitment to IDEAA values, the data indicate uneven experiences and a need for clearer structures that support belonging and accountability. The Task Force recognizes that the broader sociopolitical landscape, the lingering effects of the global pandemic, and the impact of surviving devastating fires in our community have all contributed to a decline in human-centered engagement in both formal and informal settings. Deeper analysis of the Spring 2024 NACCC survey data is needed to inform how we engage the community for the Spring 2027 NACCC survey.

Institutional and Workplace Culture

The Task Force identified strengths in SRJC's values-driven culture and dedication to students, alongside challenges related to:

- Role clarity and decision-making pathways.
- Perceived fragmentation of IDEAA-related efforts.
- Fatigue and uncertainty during periods of organizational change.

These findings reinforce the importance of aligning IDEAA work with sustainable structures rather than relying on ad hoc or personality-driven efforts. There is a need to integrate operational functions and spaces with participatory governance spaces, grounded in the experiences that inform our campus climate and culture.

Task Force has identified opportunities to embed IDEAA principles more intentionally into governance processes while avoiding duplication and mission drift, and has reviewed several models for integrating IDEAA values and actions into our participatory governance structure.

Additional time is needed to engage participatory governance committees, as they are in their first year within the new governance structure, directly to better understand how each committee enacts IDEAA values in its work, where it has succeeded, where it has encountered challenges, and how it formulates its recommendations.

V. Scope Clarification and Role Alignment

Through its work, the Task Force has clarified the following role distinctions across IDEAA-related bodies:

- **IDEAA Task Force:** advisory body focused on institutional and workplace culture, climate, and structural alignment of IDEAA principles.
- **Student Equity Committee:** appropriate venue for student-focused data, including disaggregated outcomes, completion, and engagement.
- **Equal Employment Opportunity Advisory Committee:** responsible for recommendations related to the EEO Plan, with an opportunity to strengthen connections to employee affinity groups.
- **Employee Affinity Groups:** voluntary spaces for support, advocacy, and insight, not formal governance bodies, but have the opportunity to have representation on the EEOAC.

This clarification supports coherence and reduces overlap across participatory governance.

VI. Request for Extension of Time

The Task Force has now had two years to engage in this work. The original charge in year one and the revised charge in year two. Given the time required for personal reflection, deep data analysis, and collective discourse to fully respond to the revised charge, the Task Force recognizes the need to continue its work through the 2026–2027 academic year.

Initial review of the NACCC survey results has surfaced the following themes for focused exploration:

Student Themes

- Holistic onboarding and student belonging.
- Racial literacy and learning exposure.
- Cultural crisis response protocol.

Staff Themes

- Decision-making and communication.
- Structured engagement and inclusive participation.
- IDEAA professional development and workplace belonging.

Faculty Themes

- Onboarding and retention strategies for faculty of color.
- Equity-minded syllabus practices.
- Racial literacy and teaching practices.

Planned Work for 2026–2027

Campus Climate and Belonging

- Continue analysis of NACCC survey data and provide recommendations for action with the appropriate groups and spaces.
- Encourage District-wide engagement for the Spring 2027 NACCC survey, including presentations to participatory governance groups.
- Recommend where NACCC survey data should be analyzed to ensure appropriate and timely response.
- Explore models for critical response teams when harm has been caused to the college community by discriminatory practices or behaviors.

Institutional and Workplace Culture

- Incorporate NACCC survey data analysis for faculty and staff to inform recommended strategies and ensure appropriate engagement in governance and union spaces.
- Provide recommendations to the District Department of Human Resources for actionable strategies that strengthen workplace culture.
- Provide recommendations for how the District can address uncertainty and fatigue during organizational change.

Governance and Structural Alignment

- Recommend how IDEAA values can be integrated into the participatory governance structure, for example, through direct engagement with committee groups, or by encouraging College Council to add an IDEAA-focused questions to committees' annual evaluations.
- Incorporate strategies from Campus Climate & Belonging and Institutional & Workplace Culture that could strengthen the governance structure.
- Connect with HSI Advisory work to align efforts and charges to address duplication of effort.

Task Force Committee Structure

- Recommendation to move to a tri-chair model.

The Task Force expresses its gratitude to the Academic Senate, College Council, and the broader college community for the many ways in which they have informed our thinking and recommendations. We are honored to continue the work.

Thank you.