



Californians for Equal Rights Foundation
Address: P. O. Box 26935
San Diego, CA 92196
Phone Number: (760) 705-8262
Email: info@cferfoundation.org

CALIFORNIANS FOR EQUAL RIGHTS FOUNDATION

March 21, 2022

[via email]
Regulations Coordinator
California Community Colleges
Chancellor's Office
1102 Q Street, Suite 4550
Sacramento, CA 95811-6549
regcomments@cccco.edu

Subject: Opposing Regulatory Action to Demand DEIA Competencies and Criteria

To Whom It May Concern:

On behalf of Californians for Equal Rights Foundation, I am writing to express our strong opposition to a problematic regulatory action proposed by the Governing Board of California Community Colleges (CCC). The measure - "[Proposed Regulatory Action Amending Title 5, of the California Code of Regulations](#)," purports to add diversity, equity, inclusion and accessibility as a requirement for employee review processes. It pushes California Community Colleges, the nation's largest system of higher education, further toward ideological indoctrination and thought conformity. The plan requires the CCC Board to embed a set of minimum standards pertaining to [diversity, equity, inclusion and accessibility \(DEIA\) competencies and criteria](#) for the system's employee evaluation and tenure review processes. Such invasive regulatory language, supported by the CCC Chancellor's Office, is intended to create an inclusive and anti-racist institution where "equitable student outcomes" are advanced and strengthened.

CCC Governing Board and the Chancellor's Office have narrow, politicized conceptions of diversity, inclusion and equity. By marrying DEIA with anti-racism, CCC has fully subscribed to all major tenets of critical race theory (CRT), including "intersectionality of social identities," "multiple axes of oppression," "minoritize(d) subordination," and "equitable student outcomes." Anti-racism aggressively advocates for discrimination in the name of equity and race-based non-solutions that assault our founding principle of equality and our long-standing value of meritocracy. The proposed changes are illiberal and toxic, serving only to further inflame racial divisions and cover up real problems in our education system.



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The DEIA proposal would gravely jeopardize academic freedom for CCC's over 57,000 academic staff and chill free speech on CCC campuses. In addition to mandating DEIA as a minimum standard for employee performance review, the plan would also empower education bureaucrats to thought-police college professors through ensuring "a uniform understanding of how to evaluate" and developing a comprehensive process for all local boards. If DEI is defined via only ideological and race-based lenses, what would happen to faculty members who are excellent educator with heterodox views? California Community Colleges serves 2.1 million students, many of whom come from socioeconomically disadvantaged backgrounds. Instead of helping CCC provide practical knowhow and career training for its diverse student body, this proposal would expedite the system's path to counterproductive and intolerant ideological struggles.

Californians for Equal Rights Foundation (CFER) is a non-partisan and non-profit organization founded in the wake of California's resounding affirmation of its constitutional guarantee of equal treatment. We urge the CCC Governing Board to critically examine and reject the "Proposed Regulatory Action Amending Title 5, of the California Code of Regulations."

Sincerely,

Wenyuan Wu

Wenyuan Wu,
Executive Director, Californians for Equal Rights Foundation