



CCCF
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2020-2021

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Contra Costa College Foundation’s Statement on Racial and Social Justice and Call to Action

The Contra Costa College (CCC) Foundation acknowledges the presence of systemic and institutional bias in our community that has limited the success of students of color, especially African Americans.

The CCC Foundation is committed to supporting all students who face barriers that negatively impact their educational success. Our specific goal is to eliminate financial barriers that impede student access to an education and educational achievement. We will do so by supporting all students with scholarships, emergency funding, technology resources, programmatic support and more.

Specifically, we will:

- 1) Work toward greater equity and inclusion for all students via our funding.
- 2) Promote and support cultural and anti-racist events and initiatives on campus.
- 3) Continue to revise materials to reflect an equity-minded, anti-racist approach to our support.
- 4) Partake in ongoing professional development for Board and staff focused on equity and inclusion.
- 5) Actively support students of color through funding opportunities.

What We Have Done to Close Opportunity Gaps in the Delivery of Our Mission: Impact

We regularly review and evaluate how effective our programs are at reaching outlined goals. The Wrap-Around Fund, the CCC Foundation’s emergency grant program, has assisted over 450 students and prevented over 80% of recipients from withdrawing since its inception in 2017. The Wrap-Around Fund predominantly supports Hispanic and African American students.



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Scholarship Review and Awarding Process

In order to avoid discrimination and unconscious bias, our scholarship evaluation is a blind process. Reviewers from campus and the community score anonymous applications without demographic information

Board Recruitment

After completing a self-evaluation, the CCC Foundation Board has recommitted to keeping diversity, equity and inclusion in mind around Board recruitment. The Board seeks to accomplish this by recruiting community members that reflect the students we serve and who are involved in activism for social justice in West County.

Future Plans

We acknowledge that institutional racism exists on campus and in greater society. The Board and staff at the CCC Foundation will actively work toward closing those opportunity gaps for students of color, particularly African Americans, regularly assessing how our work is removing barriers to education. We commit to finding new ways to support all students at CCC.