Equity at the Center

Creating a culture that connects us to the work and to each other.
Equity at the Center?

Equity is not just the purview of one committee, office or person. In order to make meaningful change in the lives of our students, we must bring a consistent focus to matters of equity in all that we do. Whether it is in the classroom, at a student services desk, in a facilities committee meeting - or just deciding what questions to ask when we look at data - equitable results for our students depend on thoughtful and intentional equity practices across our entire institution.
Equity Efforts at Grossmont College

Integrated Planning Goals
ATD
Grad Coaches
Summer Institute Program
Transitions to Success
Guardian Scholars
Outreach
Student Clubs

We’re All In Campaign
Partnership with Las Colinas Detention Center for Women
Cross Cultural Studies
Latinx Alliance/Latinx Heritage Month
Student Success and Equity Taskforce
OER/ZTC

Via Rápida HSI
Multiple Measures/ Acceleration
Partnership with Las Colinas Detention Center for Women
Cross Cultural Studies
Latinx Alliance/Latinx Heritage Month
OER/ZTC

Basic Needs Committee
Common grounds programming
Gizmo’s Kitchen
“Equity is not about equal treatment of all students. Rather, it is about equal outcomes achieved by individualizing the instruction and support for each and every student. Equity is about all students succeeding, especially when measured according to differences such as race, ethnicity, socioeconomic status, gender, language, family background- the list of diversities within our students goes on and on. This effort had been traditionally referenced as “closing the achievement gaps” between students from the dominant White middle-class norm and students from traditionally underserved or oppressed populations. Building equity in education shifts the focus of responsibility for academic achievement from the students to the professional administrators and teachers who are the educators in the school. Students have to do their part, but the adults in the building need to teach in a way so that all students can succeed.”

- Linton, 2011
Lessons Learned

- Relationships matter
- Structures matter too!
  - Organizational Structure
  - Shared and inclusive leadership/consensus building
- Values and beliefs are central
  - Relentlessly student focused
  - Courage comes from clarity
- Creating a sense of urgency through data
- A clear vision of what success looks like
  - Plans lead to a single set of goals
  - Independent actions are better aligned
BELIEFS

We believe that we have the power to positively impact our students' lives.

We believe that all of our students are capable of further development and achieving their goals.

We believe that not all students come to us with the same expectations, opportunities, support systems, and privilege.

We recognize that systems produce inequitable outcomes AND we will improve ours.

We believe that we (staff, faculty and administrators) are all doing the best that we can.

We believe that we have the ability to continue to improve.
Now it’s YOUR turn!

As you think about advancing educational equity work in your own area and/or at your own college:

1. What is a major challenge or obstacle to advancing educational equity?
2. Where do you see an opportunity to address and/or overcome that challenge?
3. What is a key strategy you might use in the process?

Feel free to discuss this at your table in any way you choose. Choose one person’s situation and brainstorm - or break into groups who have a shared context - It’s up to you!