

Summary of Equity Events—Fall 2015

Equity Summit: 3CSN/Fullerton College

Veronica Neal—Director of Equity, Social Justice, and Multicultural Education at De Anza College

- Pre-reading: *Aspiring to Equity in Higher Education for the twenty-first century* from America's Unmet Promise: The Imperative for Equity in Higher Education, Keith Witham, Lindsey E. Malcom-Piqueux, Alicia C. Dowd and Estela Mara Bensimon.
- Developing an Equity Framework
 - “The success of equity depends on the school and/or system’s ability to create an effective framework that guides all decisions, practices, and policies according to equity” (Linton, 2011, p.49)
 - “Without a clear framework, few of these strategies can drive sustainable success...”closing the gap strategies have little lasting impact because the framework defining why the work matters is never really articulated” (Linton, 2011, p.52)
 - Using an equity lens to look at Culture, Practice, and Leadership
 - Core principles:
 - A lifelong commitment to self-evaluation and self-critique
 - Redressing the power imbalances in the learner-educational leader relationship
 - Developing mutually beneficial partnerships with communities on behalf of individuals and defined populations
 - Advocating for and maintaining institutional consistency
 - Cultural Humility Skills and Abilities:
 - Skilled dialogue
 - Self-reflection and critique
 - Identity negotiation
 - Transformational conflict management
 - Inquiry

Breakout sessions:

- Personal Readiness through Cultural Humility - Veronica Neal
- Equity Planning at LA Pierce College - Crystal Kiekel
- Equity in the Classroom: Lessons from the Puente Project - Kim Orlijan, Fullerton College and Ree Amezcua, Moreno Valley College
- Applying an Equity Lens - Veronica Neal
- Town Hall at LA Pierce College - Crystal Kiekel
- The Culturally Responsive Teaching Training Program at LA Harbor College - Paula Brown, Carmen Carrillo, Jacqueline Copeland and Leslie Trujillo
- Habits of Mind for Equity: Kim Manner, West LA College

District HR Training on Diversity and Equal Opportunity Employment

- Board Policy 7100: Commitment to Equal Opportunity Employment and Diversity
- EEO Plan
 - Work to create work environments that are diverse in many respects
 - A diverse workforce creates better service and teaching
- Requires oversight of plan, broader scope of advertising positions, complaint process, evaluation

Director of Student Equity Meeting

- Hosted by the State Chancellor's Office
- Sessions on
 - Foster Youth
 - Multiple Measures
 - Understanding the state plan
 - Common Assessment Initiative
 - Educational Planning Initiative (statewide student portal)
 - Breaking down and understanding the data

Strengthening Student Success

- Between 10-15 attendees from Fullerton College (Classified Staff, Faculty, Administrators)
- Conference Theme: Looking Back, Looking Forward
- Conference Strands:
 - Supporting strong transitions and creating clear pathways
 - Implementing student success plans
 - Assessment, placement, and alignment
 - Transforming the pre-collegiate experience
 - Enhancing learning through technology
 - Linking accountability and transformational change
 - Professional learning—building cultures of improvement
 - Leading from the middle
 - Applied learning lab—hands-on opportunities to experience pedagogy
 - Civic engagement and social justice
 - Critical topics for community colleges
 - Emerging strategies