Helping to Equitize the Institution Through Equity Core Teams

Breakout Session #2
3CSN
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PRESENTATION AGENDA

❖ Welcome and Overview
❖ Case Study: De Anza College
❖ Equity Core Teams: Overview
❖ Exploring Possibilities
❖ Appreciations and Evaluations

What Creates Institutional Transformation?

❖ Please work with a partner.
❖ Share one thing your institution is working on to equitize the system.
❖ Why was this effort identified as a priority, best or promising practice?

De Anza College

❖ Year Founded: 1967
❖ Campus Size: 112 acres in Cupertino, CA
❖ De Anza provides general education and vocational courses, face to face and online
❖ 22,000+ students: 5% African Ancestry, 39% Asian, 6% Filipino, 23% Latino, 1% Native American, 1%
Pacific Islander, 22% White, 4% decline to state
❖ Federally designated as an Asian American Native American Pacific Islander Serving Institution (AANAPISI) since 2007

Long-term Commitment to Equity

"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 has been traditionally referenced as "closing the achievement gap" 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."

-Dr. Neal, 2014

Models of Diversity, Deficit, or Equity

-Part of Strategic Plan
-District
Equity Core Teams (ECT)

- Equity Core teams are groups of 4-5 people within each area or division representing various perspectives and departments. These teams consist of individuals deeply committed to institutional equity and social justice praxis.
- This group will work together on guiding the equity planning process within their area or division. Specifically, the equity core team will focus on the following:
  - assist and facilitate the development of the annual student-equity report as well as a 5-year comprehensive division equity plan
  - liaison with other divisions' equity teams, Equity Action Council (EAC), and with the Equity Office as needed
  - provide quarterly updates on progress, successes, and challenges to the EAC (via meeting attendance and discussion)
  - provide supportive guidance to each department in the division as they work on implementing the equity plan

Envisioning What Will Be

- Each division will have flexibility and choice regarding the areas of equity, social justice, and multicultural education to focus on as well as format, structure, and process of engagement.
- Moving forward, each division is asked to commit to updating their student equity plans annually, conducting every five years a much deeper equity strategic plan and climate assessment.
- ECT's help guide the process.
- The goal is to support the campus community in not only closing the racial and teaching achievement gap/opportunity gap but to also deepen our sense of cultural humility and develop skills for helping each person, and especially, our most vulnerable students, faculty, and classified professionals thrive.

Logistics

- Supportive Leadership
- Informational Interviews, Engaging Dialogue and Climate Assessments
- Recruitment/Community Organizing
- Orientation for Deans and Managers
- Orientation for ECT members
- Monthly Professional Development Series
- One-on-one meetings and coaching
- Mentoring
- Relational Trust and Courageous Conversations

ECT's Professional Development for Facilitating Change Includes:

1. Equity Walks
2. Cultural Humility Praxis
3. Linton's Equity Framework and Lens
4. Gorski's 6-Step Equity Problem Solving Model and Equity Literacy Abilities
6. Equity Data Analyses
7. Singleton and Linton's Courageous Conversations

Are You Ready?

- If possible, please work with others from your institution.
- What do you think of this organizational change model?
- Will this approach work at your campus? If not, why?
- What are the benefits of this approach? What are the challenges of this approach?
- What can you take back and try?

Thank you!

QUESTIONS?

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