Our Equity Definition

"Equity refers to achieving parity in student success outcomes through the intentional design of the college experience."

Our Equity Stance

We are committed to transforming student's lives by helping them to achieve their educational goals. We place high value on being an open access institution – students enter as authentic human beings with their own cultures, abilities, experiences, and languages. Equity involves giving all students what they need in order to achieve success, but it is neither diversity nor equal treatment. When we attempt to “treat students equally”, we ignore their unique perspectives and differences that make up our dynamic culture. Equity is about examining the frameworks that present obstacles to student success which may include our institutional structure, processes and policies, curriculum, and classroom practices. Equity work must be rooted in social justice, which consists of building alliances across differences, embracing interruptions, expecting discomfort and accepting non-closure.

Our Values

- Students are central to everything we do at the college.
- Our students bring strengths, not deficits, to our college community
- Student access is a broad, holistic concept, encompassing life skills, personal growth, and liberation, as well as academic success.
- Our work is grounded in thoughtful and precise methods of inquiry, data collection, and interpretation of results.
- Effective equity work must involve identifying and removing institutional obstacles to success.
- Developing strong allies is a critical part of the work.
- We recognize the urgency of the work, and yet we balance that urgency with patience, humor, and self-care.
- There must be equity in successful course completion, which is at the heart of student success and our success as an institution. Faculty and staff approach our work within a culture of inquiry and self-examination, professionalism, and experimentation with the tools of our pedagogical craft. Faculty seek ways to animate students by bringing curriculum to life through culturally responsive pedagogy, interactive and relational teaching, and student-centered learning. Without successful course completion, including in the basic skills, access is meaningless, and degree & certificate completion and transfer are impossible.

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SCC EQUITY FRAMEWORK

equity by design for our students: teaching learning hiring communicating

connectivity intentionality

be do think see

curiosity humility

relationships solidarity communication relevance extend beyond campus

self liberation communities

CULTURE OF STRIVING

seek information ask fresh & unexpected questions invite wonder resist quick explanations practice inquiry

personal cultural be open be non-defensive
CONNECTIVITY
CURIOSITY
INTENTIONALITY
HUMILITY

THINK
Think about how we think
How do we find out what we
don't know we don't know?
Think outside the limitations of
current ways of doing things
Social justice consciousness
Imagination
Creativity

SEE
See Race
Self-reflection
Make the invisible visible
See beyond structures
Who is in the room?
Who is not in the conversation?
See beyond current realities
Historical injustices
& their effects

BE
Empathetic; Compassionate
Heart; Joy
OK with discomfort
Students, faculty, and staff
are authentic human beings
with their own cultures,
experiences, abilities,
languages, and knowledges--
always already whole and
striving to grow

DO
Value change
Act courageously
Take responsibility
Create anti-oppression pedagogy,
policies, & practices
Eliminate racial injustices
Experiment
Harvest the fruits of failure
and begin again
Reinvent

SELF
LIBERATION
COMMUNITIES