



# Equity Initiatives | President's Office

## CALL TO ACTION

Invitation for Participation in Societal Education for Equity Challenge (SEEC)

**Dr. Bill Scroggins**

**September 2020**

Students who come to Mt. SAC bring with them attitudes and experiences derived from family, friends, neighborhoods, and the larger society. The influence of the larger society is shaped by the dominate American culture whose values include ideological principles such as competitiveness, individualism, free expression, materialism, and faith in freedom and democracy as well as moral principles stemming from Western European values of Judeo-Christian ethics and the Puritan work ethic.

The differences in these two worlds have created marginalized populations to which many of our students belong. They are systematically excluded from full participation in American society and thus lack the self-efficacy to improve their life situation and achieve their full potential.

The Call to Action for SEEC is to create a campus societal culture that values, celebrates, and empowers all populations and breaks down barriers by creating a new culture built on unity of purpose through recognizing the value of diversity for both Mt. SAC and for overall American Society. As an aside, I am a scientist and so know the value of ecological community diversity which enables a community to adapt effectively to environmental changes. So must we value American societal diversity to enable our country to adapt to societal evolutionary changes.

My appreciation to many of you for the dialogue on the evolution of the SEEC presidential initiative, the latest version of which is posted below. The next step is to constitute a group that will guide this initiative. This is not a group that is intended to be part of the college governance structure although it will impact many elements of the college. This group will guide the evolution of the campus society and environment envisioned in the above Call to Action statement. My own background does not prepare me to understand the direction this evolution will take. However, my advantages of being part of that dominant culture do make me appreciate the need for that evolution and that Call for Action. Those of you who choose to participate will have my full support.

As part of your expressing your willingness to be a part of SEEC, this Invitation for Participation will ask you to reflect on the four challenges of SEEC: Advocacy, Recognition, Unity of Purpose, and Transformation. The intent is to call together all of you who respond and share your reflections on these four challenge as a way to begin conversations about the work that you as a group and as individuals will carry out.

**Response #1.** How do you see Advocacy as important to our students in fulfilling their educational potential? What steps should SEEC advocate to enable students to effectively participate in advocacy for marginalized populations on campus and in the community?

**Response #2.** How do you see Recognition as important to our students in fulfilling their educational potential? What steps should SEEC support to create a campus which celebrates and recognizes our diverse student populations?

**Response #3.** How do you see Unity of Purpose as important in creating a campus societal culture that values, celebrates, and empowers all populations and breaks down barriers by recognizing the value of diversity for both Mt. SAC and for overall American Society? What steps should SEEC take to make this happen?

**Response #4.** What Transition in college policy and process should SEEC advocate to create a campus societal culture that values, celebrates, and empowers all populations and breaks down barriers by recognizing the value of diversity?

**Response #5.** Are you interested in being part of the group that will guide SEEC? If so how do you see your role?

[Sign Up to Participate \(https://app.smartsheet.com/b/form/2555b5ca8d5048b4af7a90f3ce705344\)](https://app.smartsheet.com/b/form/2555b5ca8d5048b4af7a90f3ce705344)

READ MORE (Societal Education for Equity Challenge) [\(/president/images/Societal-Education-for-Equity-Challenge-V3.pdf\)](/president/images/Societal-Education-for-Equity-Challenge-V3.pdf)

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# The Societal Education for Equity Challenge A Presidential Initiative

*Advocacy*

*Recognition*

*Transformation*

*Unity of Purpose*

### Call to Action Latinx, Black-African American, Indigenous Equity and Racial Justice: Four Campaigns

1. **Advocacy:** Give voice to campus and societal student advocacy for equity and racial justice through training and action to raise the impact of student voices and train future leaders.
2. **Recognition:** Strengthen campus visibility of ethnic/racial societal contributions and create a culture of validation and confidence for Latinx and Black-African American students.
3. **Unity of Purpose:** Unite diverse groups around a unifying purpose of shared values by creating SEEC mission, vision, and core values and a series of town halls and unifying activities for supportive functions such as Title V, equity, support cohorts, and academic support centers.
4. **Transformation:** Transform intuitional and intergroup bias into equitable practice including campus employment, communication, discipline, curriculum, and resource allocation.

#### Why Education?

Advocacy, promotion, and changes in self-identity and behavior are learned processes and actions. This Call to Action is to create Mt. SAC as a learning community and an experiential learning laboratory for these four pillars of achieving equity and racial justice.

#### *Initial Commitments*

1. Create Centers to provide a base for leadership, offices, and gatherings to build relationships and provide training, and for internal and external communication.
  - El Centro Latinx Center in Building 26D 3<sup>rd</sup> Floor.
  - Usawa<sup>1</sup> Black-African American Center in Building 6 former POD Center.
2. Provide a Director and Faculty Coordinator (appointed by Academic Senate) in each Center.
  - Reporting of Director to President and Coordinator to Academic Senate.
  - Advisory structure and role to be determined and consisting of managers, faculty, staff, and students (proposed name is Fa'amatai<sup>2</sup>) serving also as the inspiration for governance.
3. Expand the ARISE Program and add institutional support to supplement Federal Title V grant.
4. Create a Native American Program with institutional support.

#### **Suggested Reading**

Race 2020, The Perception Institute ([link](#))

It will take a lot more than diversity training to end racial bias in hiring ([link](#))

Closed Doors, Opportunities Lost: The Continuing Costs of Housing Discrimination<sup>3</sup>

The Impact of Education on Intergroup Attitudes: A Multiracial Analysis ([link](#))

Improving Intergroup Relations in Higher Education: A Critical Examination of the Influence of Educational Interventions on Racial Bias ([link](#))

The Effects of Education on Beliefs about Racial Inequality ([link](#))

Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity ([link](#))

Social Emotional and Academic Development Through an Equity Lens-August ([link](#))

<sup>1</sup> Usawa is a suggested name only. The meaning in Swahili is "equality" or "balance."

<sup>2</sup> Fa'amatai is the key socio-political system of governance and way of life (fa'a Samoa) in Samoan culture. Inherent in the fa'amatai system is the welfare and well-being of the extended family

<sup>3</sup> Yinger, John. Closed Doors, Opportunities Lost: The Continuing Costs of Housing Discrimination. Russell Sage Foundation, 1995. JSTOR, [www.jstor.org/stable/10.7758/9781610445627](http://www.jstor.org/stable/10.7758/9781610445627). Accessed 5 Aug. 2020.