



# Meeting Student Needs

**Equity Minded Inclusion Summit**



## Our Focus

**Improve our ability to meet students' needs by embracing student equity as the foundation for our work as educators.**

## What Do We Mean by Equity?

### Dr. Frank Harris, III

Fall Faculty Flex Day Speaker

“Advancing Equity in a Climate of Resistance:  
Implications for Community College Educators”



- Develop a transparent vision of the campus culture with ***equity at the core***
- Assess the institution's ***disposition towards equity***
- Create ***shared accountability*** for a commitment to equity



## Dr. Frank Harris,III - Key Principles

- Students need to hear messages of validation
- Faculty need to build authentic relationships with students
- Learn about students' academic strengths, challenges, experiences
- Humanize ourselves to students – be down to earth and personable
- Employ proactive and intrusive support practices
- Don't believe students will approach us on their own
- Make success in the course transparent
- Demystify college practices and policies
- Create a culturally-affirming, supportive and safe learning experience



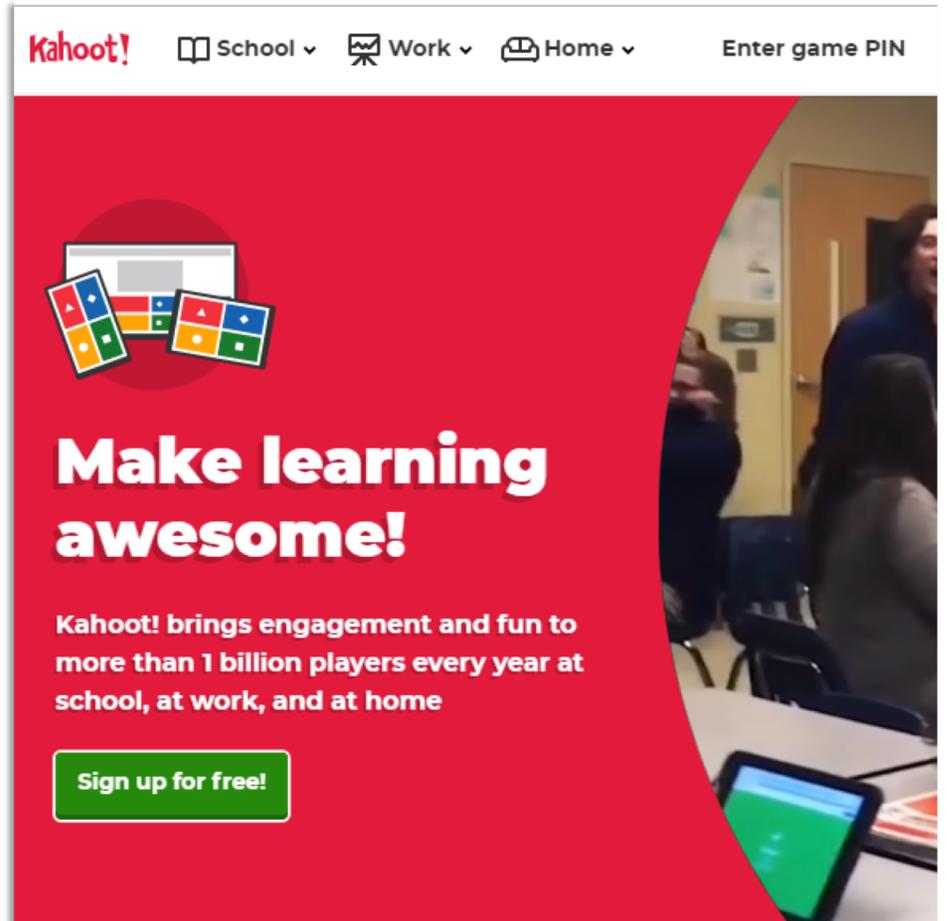
## Taking Stock

### ***Where do you think Mt. SAC is with regard to Student Equity?***

- Don't know what to do but willing to employ equity practices.
- Know what to do and willing to employ equity practices.
- Don't know what to do and unwilling to employ practices.
- Know what to do and unwilling to employ practices.

## Kahoot! Instructions

1. Use a mobile device
2. Go to [www.KAHOOT.it](http://www.KAHOOT.it)
3. Type in GAME PIN provided



The screenshot shows the Kahoot! website homepage. At the top, there is a navigation bar with the Kahoot! logo, a 'School' dropdown menu, a 'Work' dropdown menu, a 'Home' dropdown menu, and a text input field for 'Enter game PIN'. Below the navigation bar is a large red banner. On the left side of the banner, there is an illustration of a laptop and two Kahoot! cards. The main text on the banner reads 'Make learning awesome!' in large, bold, white letters. Below this, there is a smaller line of text: 'Kahoot! brings engagement and fun to more than 1 billion players every year at school, at work, and at home'. At the bottom of the banner, there is a green button with the text 'Sign up for free!'. On the right side of the banner, there is a circular inset image showing a classroom setting with students sitting at desks, some looking at tablets.



## Kahoot! #1

### ***Where do you think Mt. SAC is with regard to Student Equity?***

- Don't know what to do but willing to employ equity practices.
- Know what to do and willing to employ equity practices.
- Don't know what to do and unwilling to employ practices.
- Know what to do and unwilling to employ practices.



## Kahoot! RESULT #1

### *Where do you think Mt. SAC is with regard to Student Equity?*

- 45% Don't know what to do but willing to employ equity practices.
- 40% Know what to do and willing to employ equity practices.
- 7% Don't know what to do and unwilling to employ practices.
- 7% Know what to do and unwilling to employ practices.



## Kahoot! Result #2 What does equity mean to you?

- 13% Fair
- 71% Inclusive**
- 15% Intentional
- 1% Transparent



## Kahoot! Result #3 What does equity mean to you?

- 34% Embrace diversity
- 10% Call to action
- 44% Social justice**
- 13% Mutual respect



## Kahoot! Result #4 What does equity mean to you?

- 12% Institutional responsibility
- 0% Student responsibility
- 0% Family responsibility
- 88% Collective responsibility**



## Kahoot! Result #5 What does equity mean to you?

- 11% Preparing faculty/staff for students
- 2% Preparing students for college
- 48% Preparing faculty/staff/students for each other
- 39% Ensuring the college is prepared for students



## Kahoot! Result #6 What does equity mean to you?

- 9% Level the playing field
- 25% Equalize opportunities
- 19% Change mindsets
- 47% Address disproportionality**



## Kahoot! Result #7 What does equity mean to you?

- 15% Empowering students
- 6% Strengthening teaching and learning
- 23% Changing the college climate
- 56% Breaking down barriers**



## Kahoot! Result #8 What does equity mean to you?

- 38% Intentional
- 24% Valued
- 12% Acceptance
- 26% Accountability



## Kahoot! Result #9 What does equity mean to you?

- 14% Fairness
- 44% Access**
- 13% Opportunities
- 29% Full participation



## Kahoot! Result #10

### *Where do you think **YOU** are with regard to Student Equity?*

- Don't know what to do but willing to employ equity practices.
- Know what to do and willing to employ equity practices.
- Don't know what to do and unwilling to employ practices.
- Know what to do and unwilling to employ practices.



## Kahoot! Results #10

### *Where do you think **YOU** are with regard to Student Equity?*

- 33% Don't know what to do but willing to employ equity practices.
- 65% Know what to do and willing to employ equity practices.
- 1% Don't know what to do and unwilling to employ practices.
- 1% Know what to do and unwilling to employ practices.



## Taxonomy of Educator's Perspectives (by Frank Harris)

	<b>Don't know what to do (DK)</b>	<b>Know what to do (K)</b>
<b>Willing to employ practices (W)</b>	<b>DK W</b>	<b>K W</b>
<b>Unwilling to employ practices (UW)</b>	<b>DK U</b>	<b>K UW</b>



## Taxonomy of Educator's Perspectives (by Frank Harris)

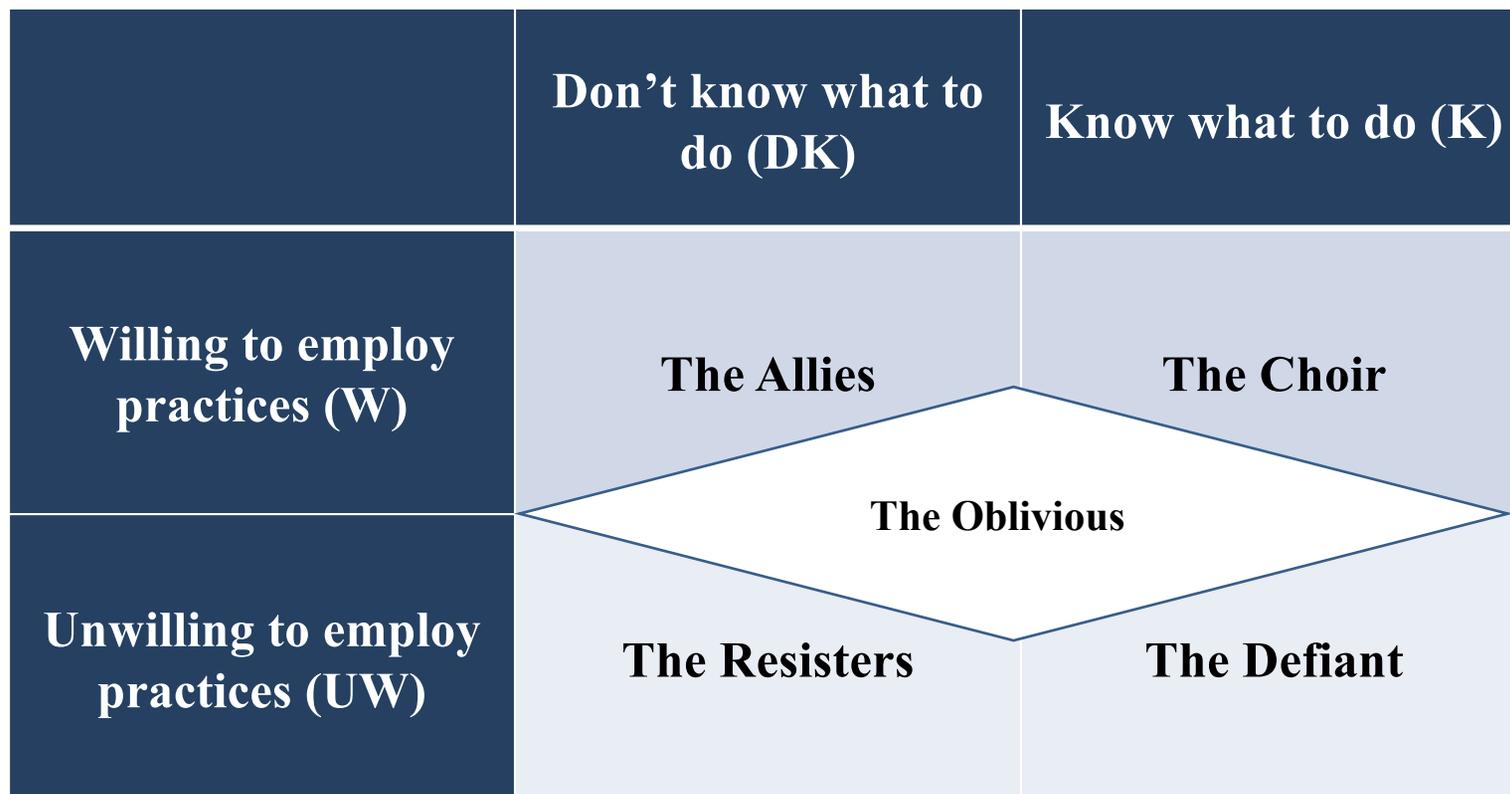
	<b>Don't know what to do (DK)</b>	<b>Know what to do (K)</b>
<b>Willing to employ practices (W)</b>	<b>45% Mt. SAC</b> <b>33% Self</b>	<b>40% Mt. SAC</b> <b>65% Self</b>
<b>Unwilling to employ practices (UW)</b>	<b>7% Mt. SAC</b> <b>1% Self</b>	<b>7% Mt. SAC</b> <b>1% Self</b>



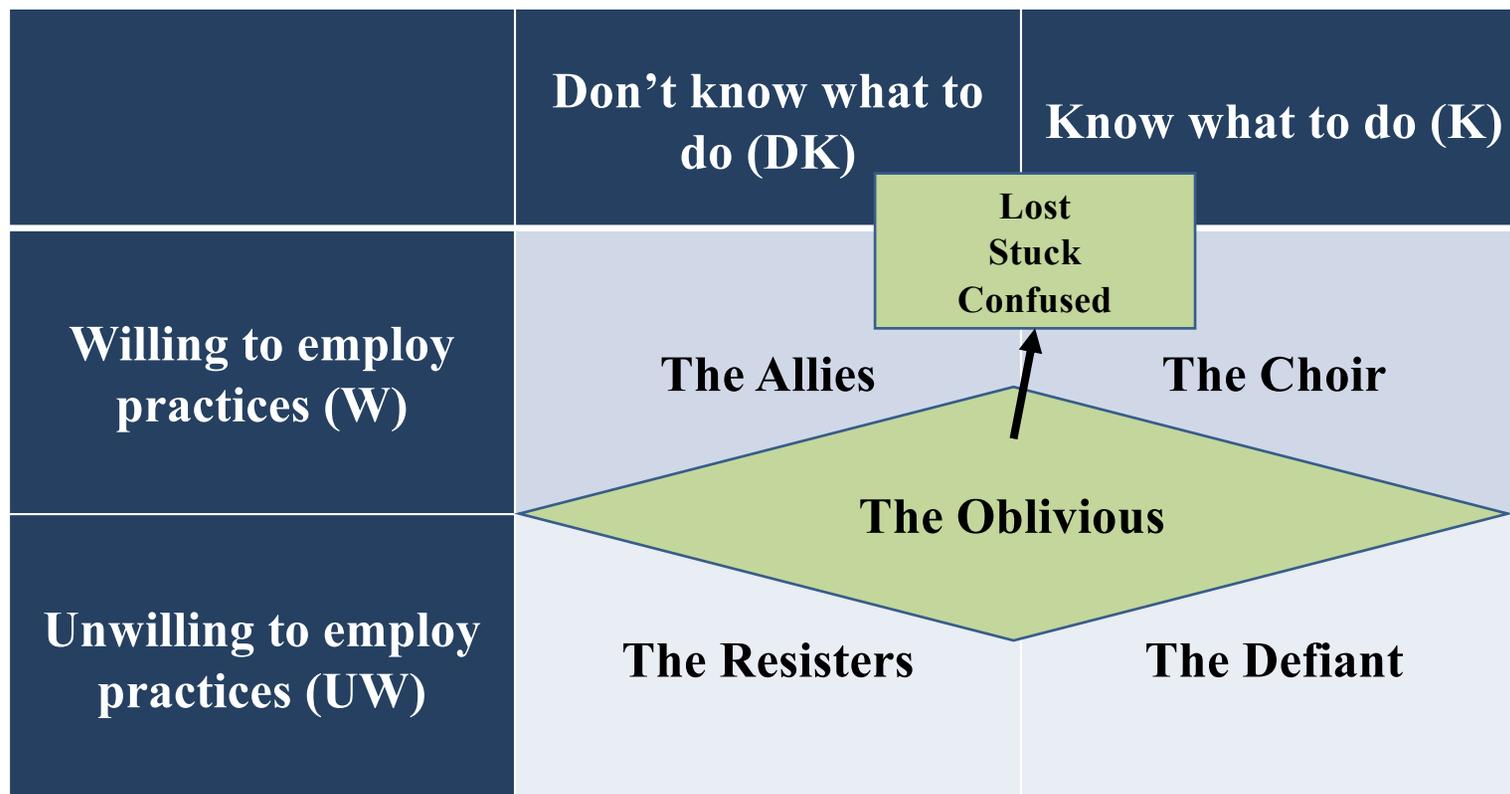
## Taxonomy of Educator's Perspectives (by Frank Harris)

	Don't know what to do (DK)	Know what to do (K)
Willing to employ practices (W)	<b>The Allies</b> <b>45% Mt. SAC</b> <b>33% Self</b>	<b>The Choir</b> <b>40% Mt. SAC</b> <b>65% Self</b>
Unwilling to employ practices (UW)	<b>The Resisters</b> <b>7% Mt. SAC</b> <b>1% Self</b>	<b>The Defiant</b> <b>7% Mt. SAC</b> <b>1% Self</b>

# Taxonomy of Educator's Perspectives (by Frank Harris)



# Taxonomy of Educator's Perspectives (adapted)





The 4 E's by Dr. Frank Harris

**EMPOWER** the Choir

**EDUCATE** the Allies

**ENCOURAGE** the Passive Resisters & Defiant

**ENLIGHTEN** the Oblivious

# Taxonomy of Educator's Perspectives (by Frank Harris)

	Don't know what to do (DK)	Know what to do (K)
Willing to employ practices (W)	<i>Educate</i> The Allies	<i>Empower</i> The Choir
Unwilling to employ practices (UW)	<i>Encourage</i> The Resisters	<i>Encourage</i> The Defiant

*Enlighten*  
The Oblivious



## Dr. Frank Harris, III - Key Principles in Review

- Students need to hear messages of validation
- Faculty need to build authentic relationships with students
- Learn about students' academic strengths, challenges, experiences
- Humanize ourselves to students – be down to earth and personable
- Employ proactive and intrusive support practices
- Don't believe students will approach us on their own
- Make success in the course transparent
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From today onward, what can I do?

**Equity** at the core of who  
we are and what we do





## Our Current Equity Mission Statement

***The diversity of our students' cultural, ethnic, gender identity, socio-economic conditions, abilities, levels of educational preparation and linguistic richness, should dominate our actions and be pervasive across our instructional and student support efforts.***



## *Working definition of equity*

- **Collective responsibility**
- **Inclusive**
- **Break down barriers**
- **Preparing faculty/staff/students for each other**
- **Address disproportionality**
- **Social justice**
- **Access**
- **Intentional**

***We have a collective responsibility to be inclusive and intentional, to break down barriers through access and social justice efforts, to address disproportionality and prepare our faculty, staff and students for each other.***

