



Meeting Student Needs

Equity Minded Inclusion Summit

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

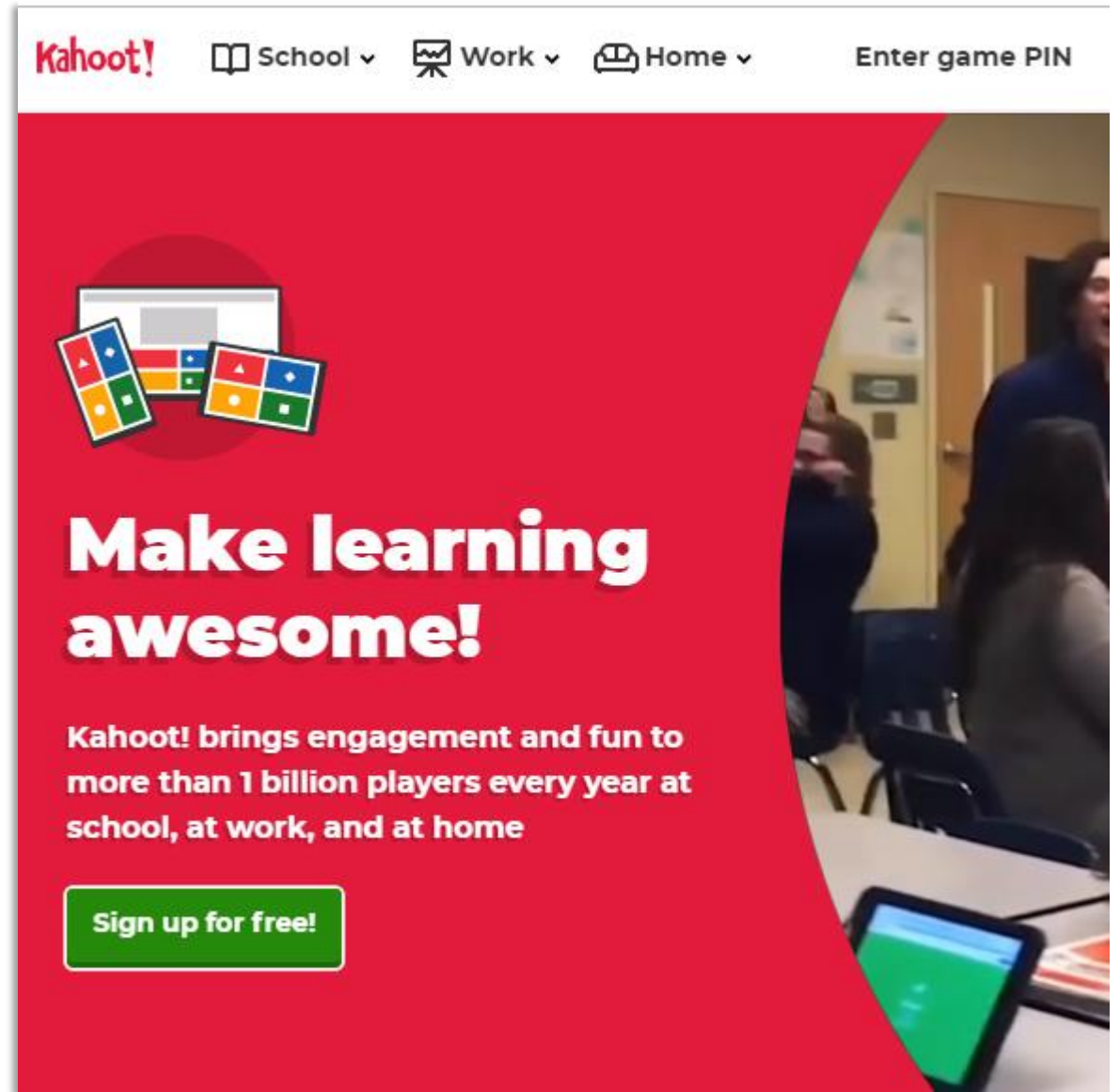
- Students need to hear messages of validation
- Faculty need to build authentic relationships with students
- Learn about students' academic strengths, challenges, experiences
- Humanize ourselves to students – be down to earth and personable
- Employ proactive and intrusive support practices
- Don't 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

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
3. Type in GAME PIN provided



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

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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

*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.

*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)

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

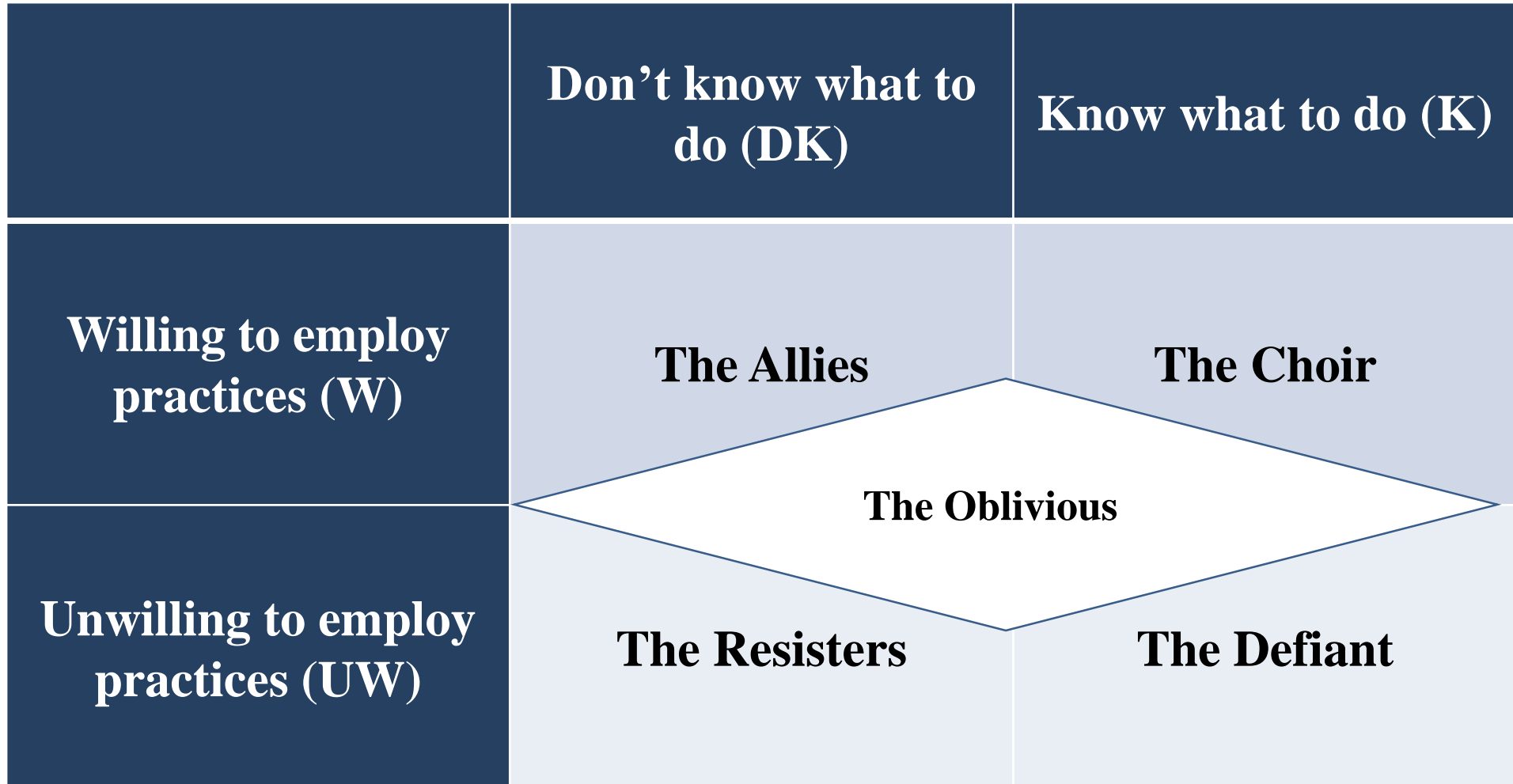
Taxonomy of Educator's Perspectives (by Frank Harris)

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

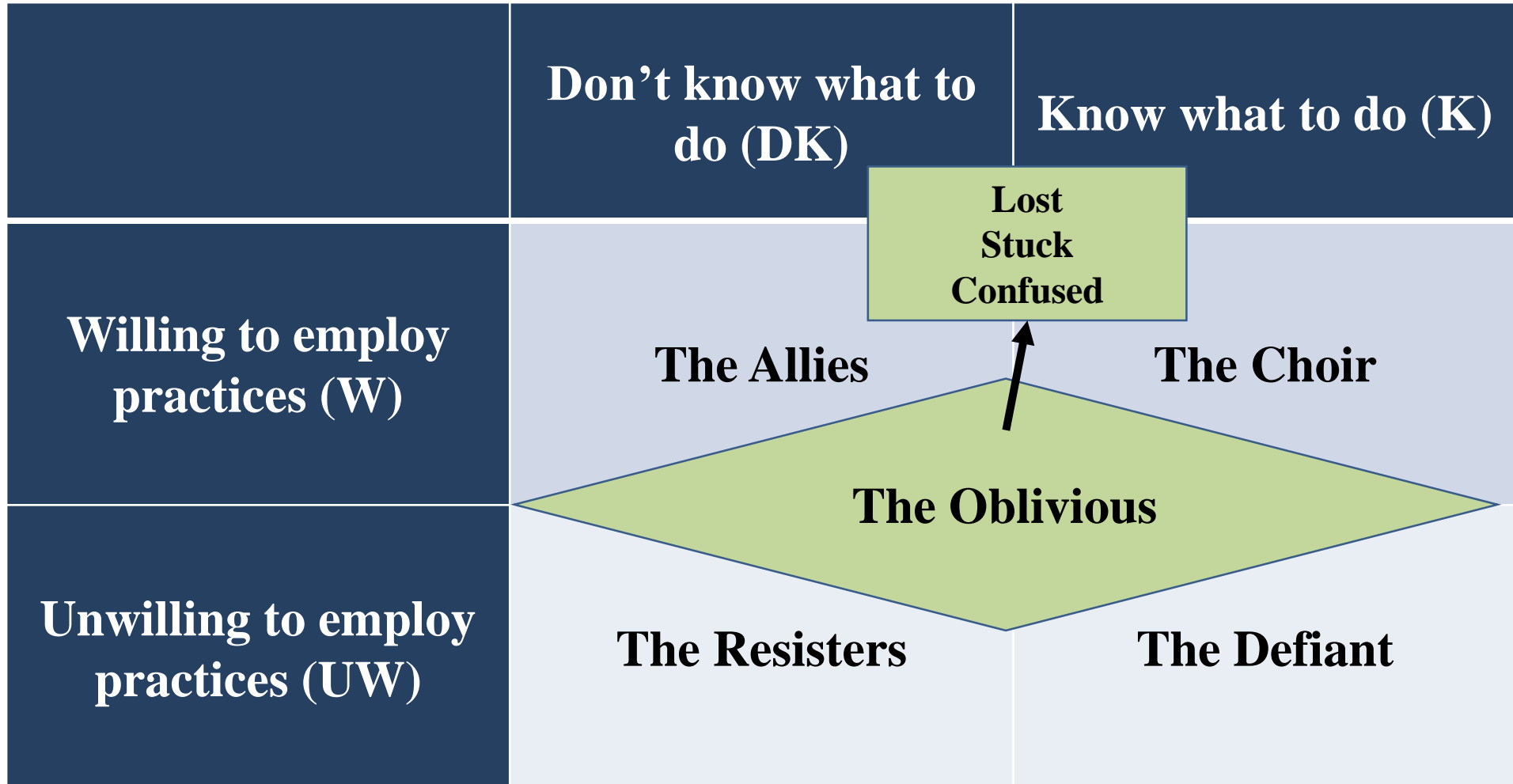
Taxonomy of Educator's Perspectives (by Frank Harris)

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

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
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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.

