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| --- | --- | --- |
| 4. Revise job descriptions to distinguish equity from diversity | Hiring brochure |  |
| 5. Provide Success and Equity support for need-based cohorts. |  | Arise (Asian American/Pacific Islander): <https://www.mtsac.edu/arise/>  Aspire (African American): <https://www.mtsac.edu/aspire/>  Bridge (academically under prepared): <https://www.mtsac.edu/bridge/>  CalWORKs (student-parents): <https://www.mtsac.edu/calworks/>  CARE (EOPS single-parent, head of household): <https://www.mtsac.edu/eops/care.html>  DREAM (undocumented): <https://www.mtsac.edu/dream/>  EOPS (low income, educationally disadvantaged): <https://www.mtsac.edu/eops/>  Pride Center (LGBTQ+): <https://www.mtsac.edu/pridecenter/>  TRiO/ACES (first-generation/low income/disabled): <https://www.mtsac.edu/aces/>  TRiO/Upward Bound (low income/first generation): <https://www.mtsac.edu/upwardbound/>  Veterans Resource Center (veterans and eligible dependents): <https://www.mtsac.edu/veterans/> |
| 6. Use all-college meetings to highlight implicit and institutional bias. | * Spring 2019 Flex Day Keynote: Kimberly Papillon * Spring 2019 Flex Day Breakout: Getting your brain to make better decisions: Accuracy, Efficiency, and Equity Guided by Science * Fall 2019 Flex Day Keynote: Dr. Frank Harris III * Fall 2019 Flex Day Breakout: Employing Culturally-Affirming Teaching and Learning Practices to Advance Institutional Equity | * Keynote address: The Neuroscience of Decision-Making in Higher Education: <https://prodweb.mtsac.edu/prodapex/f?p=205:15:12798168959917::NO:15:P15_ACTIVITYID:9143> * <https://prodweb.mtsac.edu/prodapex/f?p=205:15:::NO:15:P15_ACTIVITYID:9122> * <https://prodweb.mtsac.edu/prodapex/f?p=205:15:::NO:15:P15_ACTIVITYID:9630> * Keynote address: Advancing Equity in a Climate of Resistance and Change |
| 7. Train hiring committees on evaluating job performance not job history. | Screening Committee Member & EEO Representative Training |  |
| 8. Provide academic support integrated with instruction. |  |  |
| 9. Offer academic support centers, supplemental instruction, tutors in the classroom. | * ASAC * Supplemental Instruction and Tutoring | * <https://www.mtsac.edu/asac/> * <https://www.mtsac.edu/asac/tutorialservices.html> |
| 10. Support authentic messaging with student peer tutors, advisors, and mentors. |  |  |
| 11. Disaggregate student data for all college planning and strategies. |  |  |
| 12. Disaggregate on student risk factors, e.g., undocumented, foster youth. |  |  |