<p style="text-align:center;color:red">DRAFT</p>

<p style="text-align:center">Fall 2020 Equity Planning Summit: *How do we move the needle on equity?*
October 30. 2020 9:00-1:00 pm</p>

How do we move the needle on equity? *What do we mean by equity?* *Requires being explicitly anti-racist* Welcome & Opening: Audrey, Richard, Kelly /Lance 9:00-9:10	*Notes* *Not starting at square one. Share data from June BoT rpt. showing that we haven't made as much progress as we hoped to*
Courageous Conversations: Equity requires Anti-racism *Mica Stewart-Thomas & Eva Rios-Alvarado* *9:10-9:40* Acknowledges that we need to move past words to action- but in order to do so we have to know how to talk about racism and how to enact anti-racism to get to equity.	**Idea? Will this work? ½ an hour here and a breakout later?** **Frame the rest of the time as courageous conversations to address racism in all the spheres: (?) would this accomplish what we want from the summit?** • **Classrooms** • **Student services** • **Interactions with Classified** • **Research**
Listening to our Students: qualitative data, 9:45-10:20 **Contextualize the data (RIE)** • Where are we area as a college—what does the data show?* o Surveys we've done o Surveys we are going to do- Campus Survey through USC • How do we present data meaningfully? o Big Picture over 5 years and the current context o What gains have we made o Covid has brought inequities to light & exasperated o Who did we lose? (Who left in March and we haven't returned) o Be explicit about who is being impacted and approach equity with openness about racial inequities o We know the gaps exist- • How do we turn the data into action? • Giving data a human face: student data and student stories Set the stage about the data, what we've learned from the data we've gathered. And have students respond to the data that we've shared. - Student Equity (Board Rpt) not moving the equity - Reports from RIE - Early Alert	*Presentation/discussion of Data:* **Have this shared handout- Send a 2-page data summary specific to where we are not reaching equity goals before the summit.* *RIE Office can help with data pieces as needed - as presenter of or creator of handouts.* *Daniel, Jaime, Barbara* *Have a very brief explanation or getting us all on the same page- this is what we know- by researchers & maybe Francisco? AND* *Either an activity about how to use the data to inform how we move the needle-* *OR questions to students about what programming and support has been most impactful for their success?* *Students Panel: Audrey*

- Equity Initiatives campus is involved in o Title V grant move the needle on equity		
Concurrent sessions: <mark>Qualitative & Quantitative Data</mark> *10:30-11:30*		
Using PD and Data to Create an Equity-minded Campus Culture (data coaches) Tiffany, Ned, Loni, David B (avenues for sharing data that have been used successfully) RIE: Cathy Stute	*EAB Navigate- Early Alert- impact on equity* (Francisco, Lance et al.)	*Tiffany- can you be in touch with Data Coaches about session and involve as will work?*
Institution-set Standards & KPIs (Barbara/designee)	*GPS as Student Equity* (Sara, Shiloh, Mica) RIE: Marcell	
Intro to Power BI Sharing information- leveraging the data to give context to difficult conversations. (Pedro, Annel & Jaime)	*Equity & Sustainability* (Tania+ CCIC)	
Concurrent sessions: <mark>Turning Data into Action</mark> *11:40-12:40*		
Practices that impact equity in the classroom, how to interrupt oppression and microagrression (Mica, Ned et al.) *Fostering and Sustaining inclusiveness in the classroom* (Marlene, Lance)	How to have courageous conversations- Eva & Mica *These ideas were shared in discussion- but not all need to be integrated: How to have courageous conversations – what if we make a mistake?* *What can/should students do when they are involved* *How can we help it not be acrimonious?*	~~Could use parts of the video from Flex- connect to the classroom~~
<mark>Stu</mark>dent Services Moving the Needle	~~*Bring Communities of Practice to your work*~~ ~~(Ned et al.)~~	

Classified Staff Move the Needle	*Revisioning Student Outcomes* (Loni, Peter) RIE: Annel	
Summary & Closing challenge: ==*What next for Mt. SAC?*== ==*How do we continue to link data to action?*== *12:45-1:00* Chisa Uyeki & Bill Scroggins		

Concurrent sessions: **Please update your Session Title, Presenters, and Description here (this was drafted before the 9/30 meeting so edit as needed)**

Practices that impact equity in the classroom- Marlene Espina, Lance, Mica, Eva, and Francesca:
Classroom teaching & learning
- How do we bring equity into dialog about the classroom?
- How do we nurture students in an online environment?
- How have faculty successfully engaged students?

Using Professional Development and Data to Create an Equity-minded Campus Culture to Improve Student Outcomes, Mica, Tiffany, & Data Coaches:

Revisioning Student Outcomes- Loni & Peter

EAB Navigate—how can it contribute to equity challenges? Lance, Francisco, Lina, Sara Mestas (could do a demo of what's possible- but can't show where we are- what we've done to date and what's possible. Presenting at Pathways to Equity around MMI and Arise- community, consistent & caring. Linking and connecting with students. Weave in what we've learned)

Teachers as Learners How to Bring Communities of Practice to your work: AB 705 Coordinators- how they built a community of practice and how to develop the culture of exploration in your departments and discipline (sharing the value of learning together within your discipline to improve student experiences, learning, retention, and persistence)

Classified staff impact on moving the needle on equity
- Maybe a couple of breakouts? First interactions with students and how to make an impact in direct interaction with students

GPS as a student equity project: Shiloh & Sara (maybe Emily)

What are our campus equity goals and how do we reach them? (Institution-set Standards & KPIs)—how do we measure inequity? How do we build equity? (who?)

Student Support
- How do we tie in online instruction and online support services?
- Who are the students we lost?

Potential Topics:

- <u>Opening</u>: eConvenings? How do we integrate these with Mt. SAC processes?
- <u>Equity & Sustainability</u>: Tania?
- <u>Opening & Data Breakout</u>: How can the Title V grant move the needle on equity?
- <u>Breakout</u>: How do we assess what most matters *or* SLOs rehabilitated?
- <u>Breakout</u>: GPS as a student equity project
- <u>Breakout?</u> ISS Power BI: how do we make the tool faculty-friendly? Data dashboards [RIE- Richard will ask Barbara about what might be good to present as a breakout]
- PIE: Are assessment & student needs properly balanced with resource needs? [Ask IEC to attend Summit]
- <u>Breakout: What are our campus equity goals and how do we reach them? (Institution-set Standards & KPI)</u>—how do we measure inequity? How do we build equity?

Potential presenters:
- ASC
- ACUE faculty
- DCs, the chairs
- DLC
- EAB workgroup
- equity committee
- GPS faculty leads
- Magic Mountie Podcasts
- Outcomes Committee
- Sustainability committee members
- Title V grant leads/steering committee
- Title V steering committee

Planning meeting (9/30) ideas that surfaced:

- *Don't want to start at ground zero- already have established that we see disproportionate impact across all metrics- don't need to rehash that.*
  - *But not everyone is at the same place or has the same understanding. Rather than that slowing down progress it can just inform discussions (knowing that there folks are at different places with the content.)*
- *Would it be useful to discuss what we do now that is not promoting equitable practices? Defining what equity is not? [Chisa's question: does this mean ineffective practices? Or inequitable practices? It might be better to concentrate on what needs to be changed or done to move towards equity, rather than defining with a negative].*