



Re-Imagined

Equity Inquiry Team Leads:

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May 26, 2021

Equity Inquiry Team

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Elsa Jimenez-Samayoa, Biology Faculty

Deborah Taylor, EAC Tri-Chair

Noemi Teppang, International Students Counselor

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Casie Wheat, Assessment Center Supervisor



Consultation with Guided Pathway Chairs and Union leaders (Faculty and Classified)

Leads:

Alicia Cortez, Dean of Equity & Engagement

Mayra E. Cruz, Equity Support & Planning Faculty Lead

Mallory Newell, Institutional Researcher

Background

- Senior staff request to the Equity Action Council
- Current Student Equity Plan was reviewed by the Community College Chancellor's Office and Center for Urban Education
 - **46** total activities
 - **73%** were identified as **program and structures** with significant number on **student services**
 - 15% dealt with policy
 - **5% with race conscious capacity building** and 2% capacity building general
 - **2% culturally relevant curriculum**
 - 2% other and 2% insufficient information
 - Of the 46 activities, 11% specifically engaged instructional faculty members, 85% do not, and 4% were unclear. **For the majority of activities submitted, instructional faculty were not specifically part of the activity.**

Recommendations from the Center for Urban Education and CO

Large Take Aways

“The plan would benefit from a definition of equity and a focus on racially minoritized students. The plan instead uses an all-students approach and consequently focuses on students as the targets of change, rather than the systemic inequalities in practice and policy.” – *Community College Expert Reviewer*

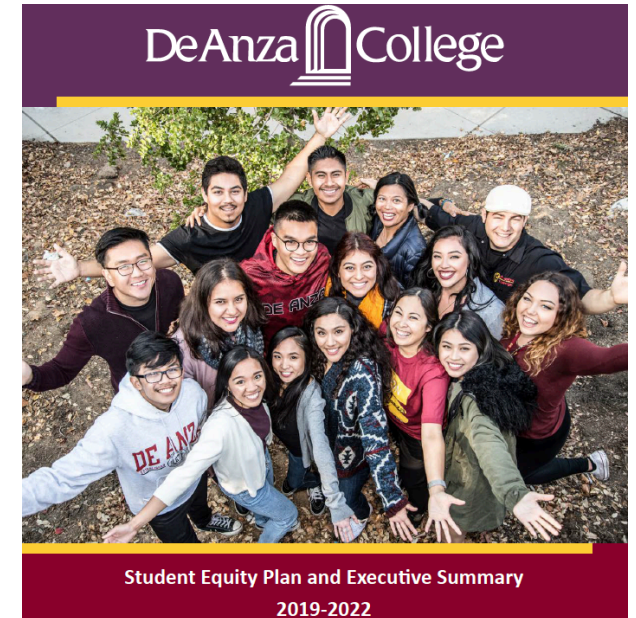
CUE Recommendations:

1. Create equity activities that explicitly **align** the race-specific metrics to race-specific activity descriptions.
2. Focus on specific **racially minoritized** student populations rather than on all students.
3. Adopt **equity-minded language**, including operationalizing a **definition of equity** for the college.
4. Include **transfer-specific** equity activities.
5. Include **equity-minded inquiry** as a strategy to better understand inequities.
6. Work to incorporate more **classroom-focused** equity efforts and **engage instructional faculty**.
7. Include **evaluation** plans using **disaggregated racial data**.
8. **Align equity planning with AB 705.**

Note-The take aways listed here are **ONLY** based on what was submitted via NOVA, June 2019 and the content of the executive summary. It does not reflect other strategic planning documents.

The 19-22 Student Equity and Achievement (SEA) Plan Reimagined

- Integrate racial equity and student success factors
- Integrate new strategies and activities into the 19-22 SEA Plan
- Activities and tasks are time bound - 3, 6, 9, and 12 months
- Draft plan: https://foothilldeanza-my.sharepoint.com/:w:/g/personal/10596310_fhda_edu/EXuw3gQfgyZMniR4sBeZmNIB6NK RumHifU0U9DSINgTC9w?e=YUO5v9



Recommendations from the Equity Inquiry Team

1. Adopt the new equity framework (racial equity + six success factors = equity framework)
2. Assess student needs from disproportionately impacted communities.
3. Develop an equity vision that drives our equity work.
4. Charge the administration to advance and uphold the vision in all college endeavours.
5. Charge Faculty Senate, Classified Senate, Unions, DASG, and College Council to promote/create a culture of equity-based evidence and high impact practices with faculty, staff, students, and administrators
6. Develop high impact practices for each department, program or unit based on research. Apply the continuous improvement cycle, assessed and improved in the next 3, 6, 9 and 12 months.
7. Show financial investment in all equity work.



Equity Framework



Racial Equity

Race Consciousness
Recognizing the realities of race for students of color and the way in which institutional racism shapes educational access, opportunity and success for Black, Latinx, Filipinx, and other disproportionately impacted students

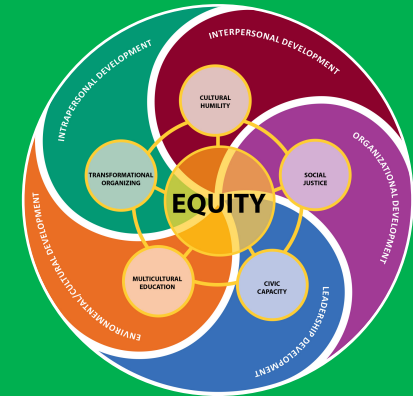
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Student Success Factors

You feel **connected** to the college
You **have a goal** and you know what to do to achieve it
You **listen and participate** in class and participate in extra-curricular activities
You **stay on track** – keeping your eyes on the prize
You feel **somebody wants you to succeed** as a student and **helps you succeed**
You feel that what you have to contribute to the college is **valued**

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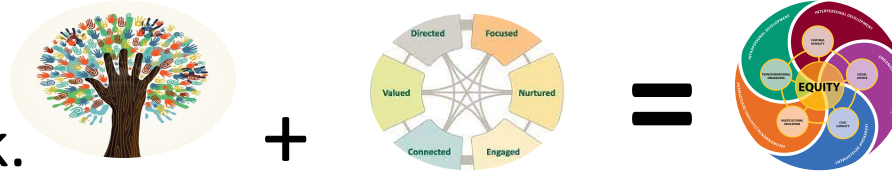
De Anza’s vision, long-term outcomes, and short-term outcomes are aligned.

Key actions are necessary to achieve the short-term outcomes along with accountability structures, including naming key resources, stakeholders, funding sources, and specific activities within a timeline



Strategy 1. Adopt the new equity framework

1.1 Review the proposed framework.



1.2 Obtain input from all groups: students, affinity groups, governance groups, unions.

1.3 Design a professional development and learning strategy for all employee groups to create equity-minded and racial equity focus student services, curriculum and student support (an actionable strategy), including the development of practical applications and metrics dashboard

1.4 Develop greater awareness of the six success factors and racial equity (activities that areas can do including faculty-focused activities) and informed by data the survey response

Strategy 2. Assess student needs from disproportionately impacted communities

2.1 Draft the survey

2.2 Administer the survey

2.3 Compile and analyze results

2.4 Modify plan strategies and activities according to the survey results

2.5 Determine resources needed to conduct the qualitative phase with Guided Pathways

2.6 Conduct the qualitative phase in consultation with Guided Pathways team and De Anza Student Government

2.7 Share results and data with stakeholders to inform high-impact strategies

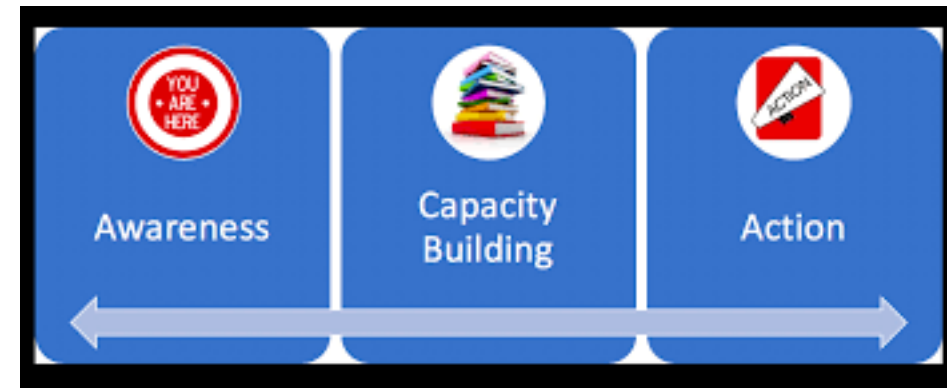


Strategy 3. Adopt an equity vision that drives the campus equity work



- 3.1 Develop and articulate a student equity-focused and race-specific vision
- 3.2 Obtain and review diversity, equity and inclusion (DEI) samples from other districts (DEI resolutions, BOT DEI Priorities)
- 3.3 Develop incentives for those closing the equity gaps (i.e. award with money and through public recognition via communication strategies)
- 3.4 Establish a baseline of racial equity at De Anza that is embedded in all foundational documents to create a common understanding of equity and racial equity

Strategy 4. Charge and engage administration in advancing and upholding the vision in all college endeavors



4.1 Administration establishes an accountability team to monitor implementation of the equity plan

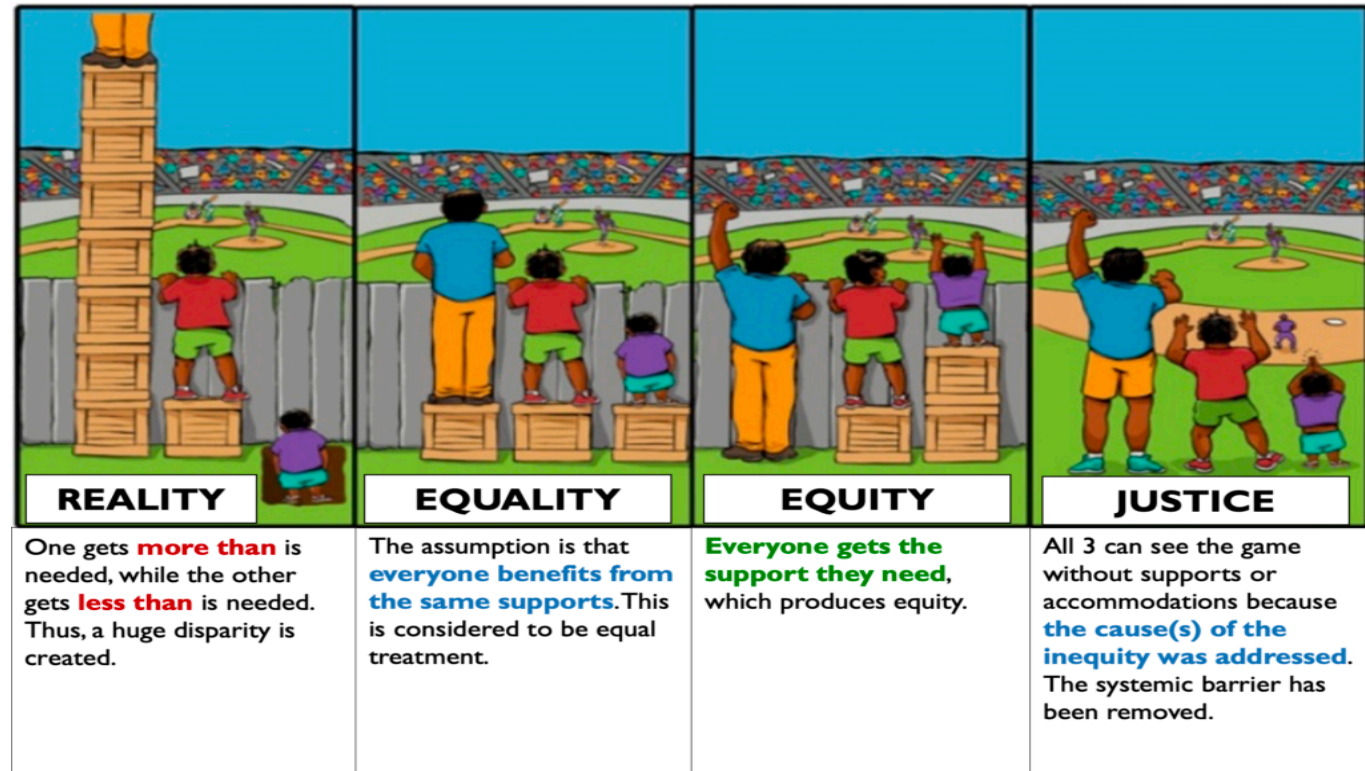
4.2 Incorporate key racial equity strategies at all levels and ensure transparency and accountability; areas may include:

- Accreditation
- Tenure Review
- PGA/PAA
- Program Review
- Professional Development & Learning
- Equity training for new hires
- Student evaluations
- Conference and travel funds applications
- Hiring process and EEO reports (i.e. hiring decisions report by race; interview questions focused on equity and racial equity)
- Faculty evaluations

Strategy 5. Faculty Academic Senate, Faculty Association, Classified Senate, and College Council to promote/create a culture of equity-based evidence and practices with faculty, staff and administrators

6. 1. Integrate an “**equity portfolio**” to show evidence of equity and racial equity work in the classroom, embedded in the curriculum and throughout student services

(for all employee groups)



Strategy 6. Develop high-impact practices for each department, program or unit based on local, state and national research

5.1 Create a plan that addresses racial equity and the six success factors to be implemented by Student Services, Communication, and Instruction (curriculum, classroom & student support) to include 3, 6, 9 and 12-month activities/tasks

5.2 Apply the continuous improvement cycle to assess and improve.



High-Impact Activities

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- ★ **First-Year Seminars and Experiences**
- ★ **Common Intellectual Experiences**
- ★ **Learning Communities**
- ★ **Writing-Intensive Courses**
- ★ **Collaborative Assignments and Projects**
- ★ ***Undergraduate Inquiry & Creative Activity***
- ★ **Diversity/Global Learning**
- ★ **Service/Community-Based Learning**
- ★ **Internships and Field Placements**
- ★ **Capstone Courses and Projects**
- ★ **ePortfolio**



Strategy 7. De Anza administration commits to financial investments in all equity work

7.1 Examine equitable strategies implemented and secure resources to fund all equity work.



The ASK Today

Review and approval.



Comments and input welcome by June 8th

Link to the full plan:

https://foothilldeanza-my.sharepoint.com/:w:/g/personal/10596310_fhda_edu/EXuw3gQfgyZMniR4sBeZmNIB6NKRumHifU0U9DSINgTC9w?e=YUO5v9

The Ask from College Council

- Who is going to lead this work?
- Who is going to hold the college administration accountable to this work?

Leading with Equity and Racial Equity

