



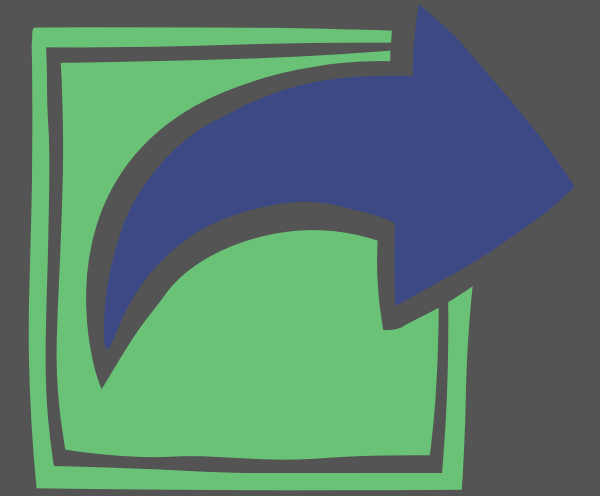
# EQUITY RUBRIC 2024



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**WHAT**



**Equitable Assessment  
Tool to apply to events  
and decision making  
at De Anza College**

# WHO

**Key stakeholders: Equity personnel,  
Senior Admin, Office of Equity,  
UndocuSOL, EJUS, Affinity groups,  
Shared Governance**



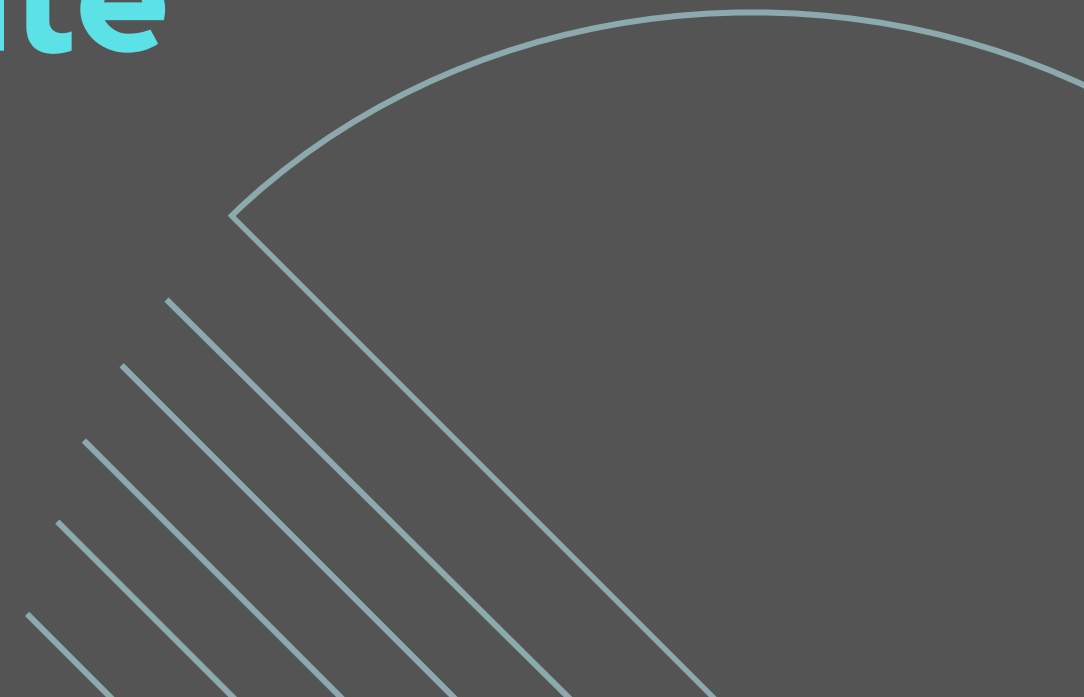
EAC



Strategic  
Planning  
Group

# WHY

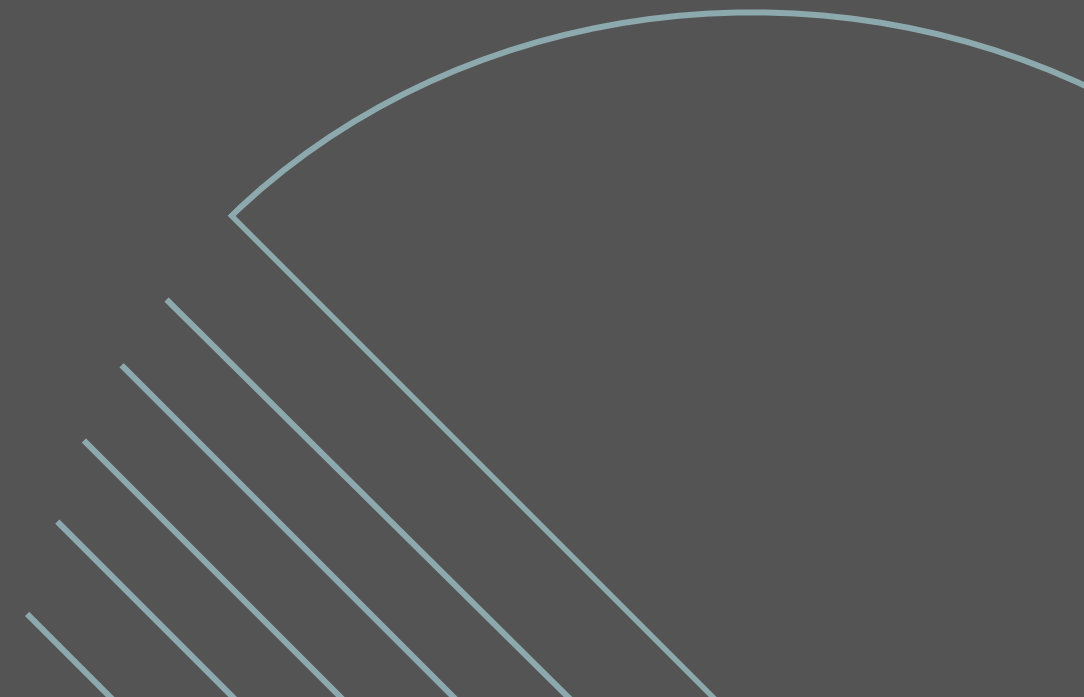
- **Trauma-Informed Decision Making**
- **Harm Reduction**
- **Equity**
- **Accountability to end structural inequities and create safe student spaces**



# HOW

Application for this rubric is for:

- On-campus events that are marketed to all students
- Programming impacting students
- When inviting guest organizations and individuals
- Leadership decision making



# RUBRIC



# Vision and Goals



- To be used as a tool to address systemic barriers for students most impacted by systems of oppression in educational settings, specifically De Anza.
- This working document is expected to evolve per the current landscape of the institution, which means it evolves in real time based on our community's needs.
- We will apply knowledge as practice and paradigm.
- Assess our biases and reflect on our self-awareness to make decisions that are inclusive, equitable and just.
- Acknowledging how institutional harm perpetuates oppressive mechanisms inside and outside of the classroom.
- Eliminate inequities and at the very least apply harm reduction responses.

## **Scope of this Tool** **Legs to the Vision**



- **A tool that defines where we are regarding equity, and respecting our students.**
- **A tool that provides a checklist on how to be inclusive and create a safe space for our students for event production, programming, make decisions and other activities.**
- **A tool for protecting students from institutional harm.**
- **A tool for funding and resource decision-making.**
- **A tool for using best practices for supporting our students as identified in the Student Equity Plan Reimagined.**



# Prioritized Groups per Student Equity Plan Reimagined

01 - BLACK

02 - FILIPINX

04 - LATINX

05 - NATIVE AMERICAN

06 - PACIFIC ISLANDER

07 - DI-  
DISPROPORTIONATELY  
IMPACTED

WHO DOES  
THIS TOOL  
SUPPORT THE  
MOST?

# RUBRIC





# History and Overview

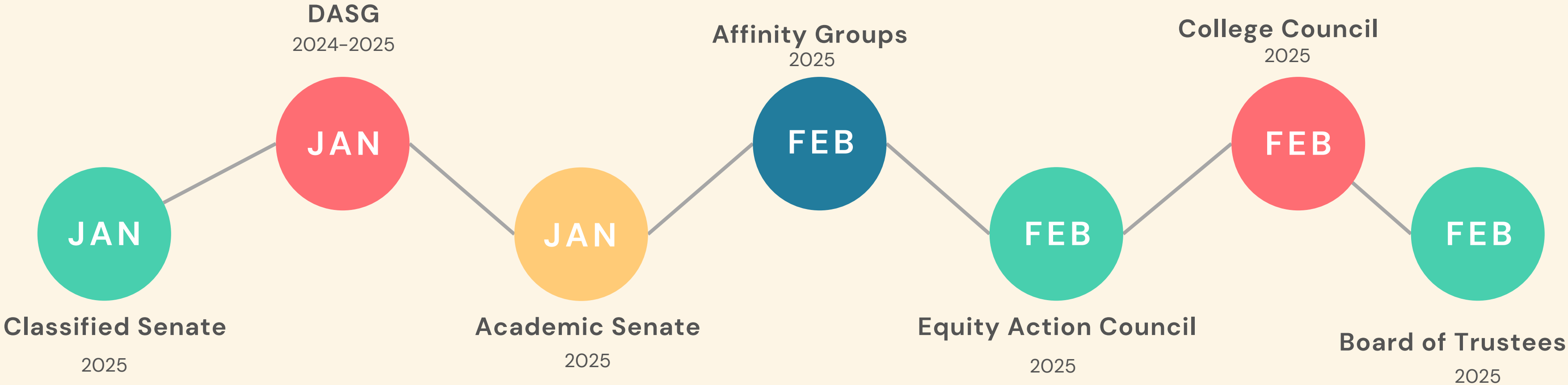
*Fall 2023– First Draft created based on models from other colleges.*

*Summer 2024– Met with leadership to finalize a version to send to district Legal Counsel.*

*Fall 2024– Met with Legal Counsel to get legal approval.*



# NEXT STEPS OF WORK THAT IS TO COME



You are here

# FOUNDATIONS

**01 FHDA BOARD PRIORITIES**

**02 STUDENT EQUITY PLAN  
REIMAGINED**

**03 EDUCATIONAL MASTER  
PLAN**

**04 STUDENT EQUITY AND  
ACHIEVEMENT PLAN**

**05 CALIFORNIA  
COMMUNITY COLLEGE  
CHANCELLORS OFFICE**

**06 EXTENSIVE  
COLLABORATION  
WITH DISTRICT LEGAL  
COUNCIL**

# RUBRIC



# RUBRIC



## EQUITY SCALE

Does this event/activity  
center equity and student  
safety at its core?

# RUBRIC

**EQUITY SCALE** Does this event/activity center equity and student safety at its core?

1- Not at all,

2- Somewhat for minimal groups,

3- Unsure or N/A,

4- Mostly for most underrepresented groups (above 70%),

5- Completely for all students (100%)



Equity Rubric	Equity Scale 1-5	Rationale	Final Score TBD
1 Student Populations in Prioritized Groups (i.e. disproportionate Impacted) - see number 1 below			
2 Employers/Community Resources have adopted at least one equity framework (i.e. DEI/IDEA/JEDI/ IDEAB/DEIB) in their company focused on narrowing equity gaps. [State Equity Plan] -see number 2 below			
3 Persistence: This activity/event will contribute to the persistence of our students from Winter to Spring quarter [State Equity Plan] -see number 3 below			
4 Professional Development: Develop rich and ongoing professional development opportunities that focus on deepening equity-mindedness for all employees [Equity Plan Re-Imagined] including our students who are district employees - see number 4 below			
5 Integrated Instruction and Services: Develop best practices based on research at the collegewide and programmatic, departmental and work area levels [Equity Plan Re-Imagined] -see number 5 below			

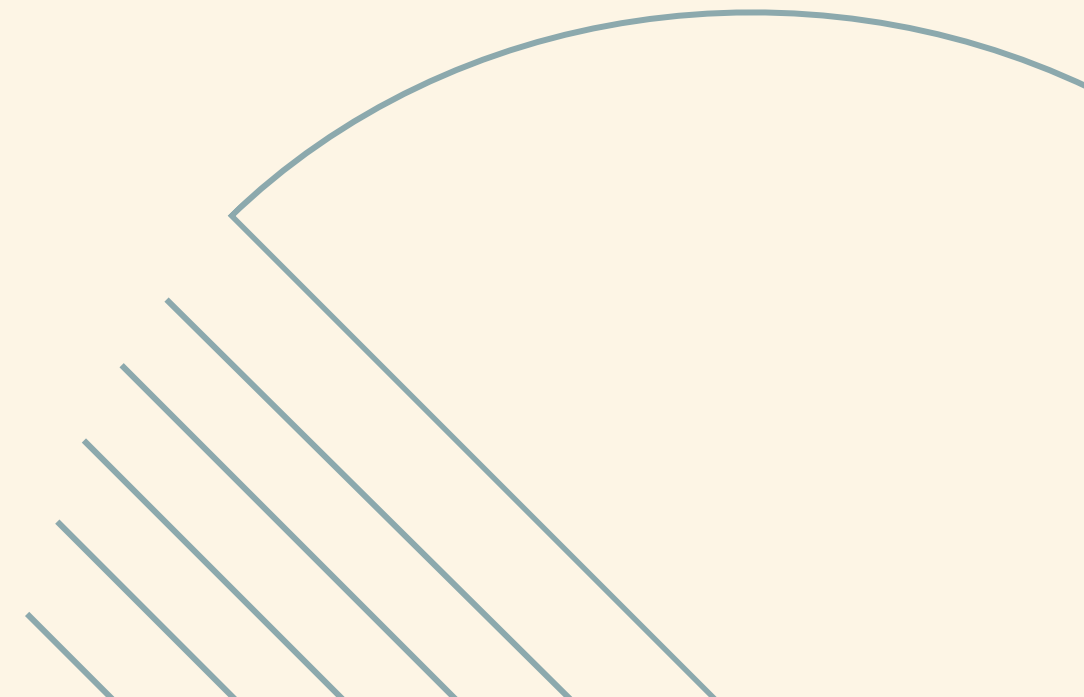
Equity Rubric	Equity Scale 1-5	Rationale	Final Score TBD
6 Accountability and Assessment: Establish accountability and assessment measures to continue improving campus equity work [Equity Plan Re-Imagined] -see number 6 below			
7 Elimination of systemic Racism [Board Priorities] "Note 3: Adopting Policies, Procedures, and Budgets that will Help Achieve Student Success and Equity Goals and Eliminate Systemic Racism" - see number 7 below			
8 Job Protections [Educational Master Plan] - see number 8 below			
9 Increase Employment Outcomes [Educational Master Plan] -see number 9 below			
10 Note 4: Other Important Concerns - see number 10 below			



# LOGISTICS



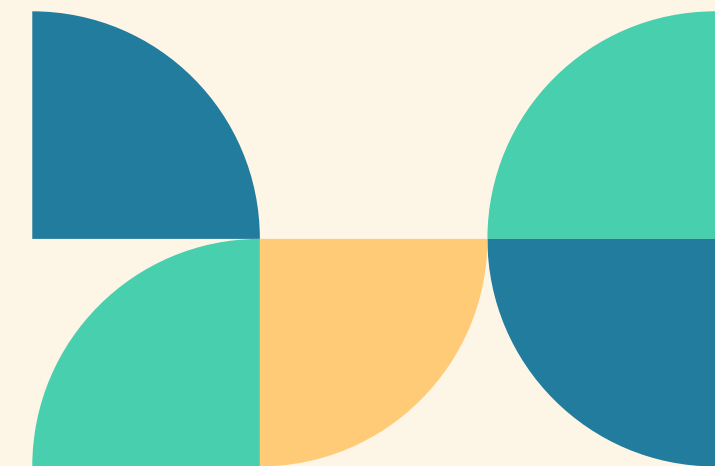
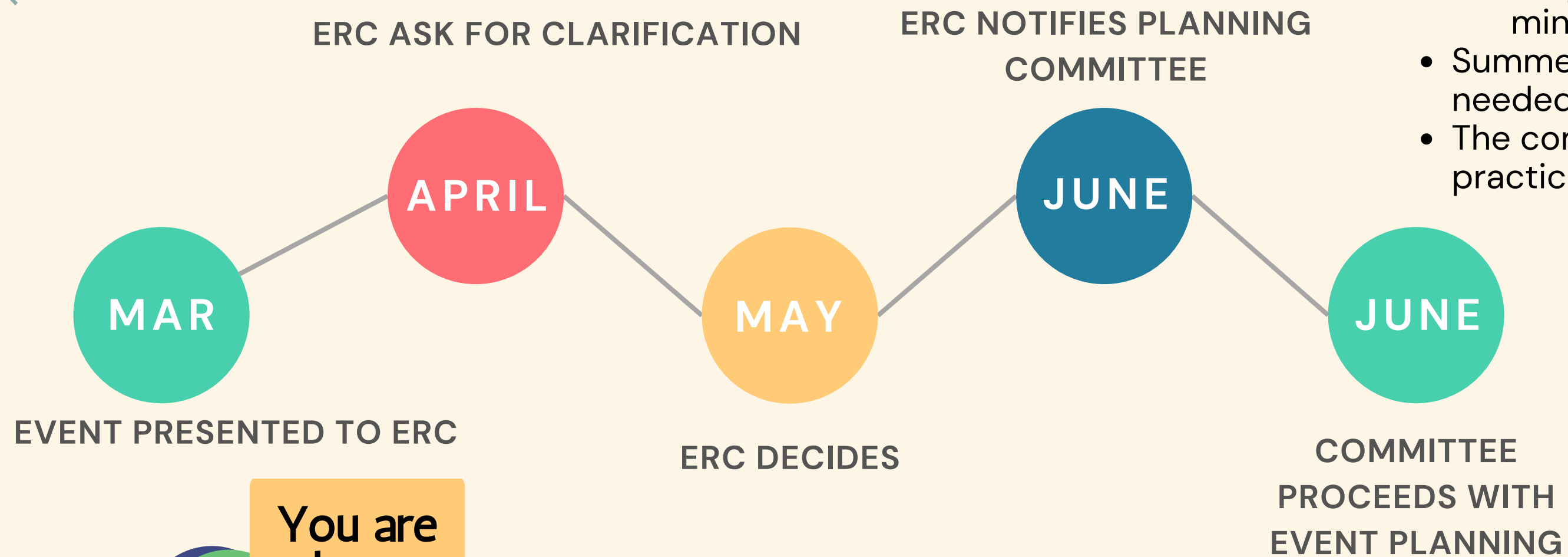
**EQUITY RUBRIC  
COMMITTEE IS  
HOUSED UNDER EAC**



# RUBRIC APPROVAL PROCESS "A Scenario"

Things to consider:

- In the beginning, the committee meets weekly to evaluate applications and to ensure minimal lag time
  - Requests need to be submitted at minimum 2 weeks in advance!
- Summer decisions are made on a as needed basis.
- The committee will work on best practices for application timelines



# RUBRIC



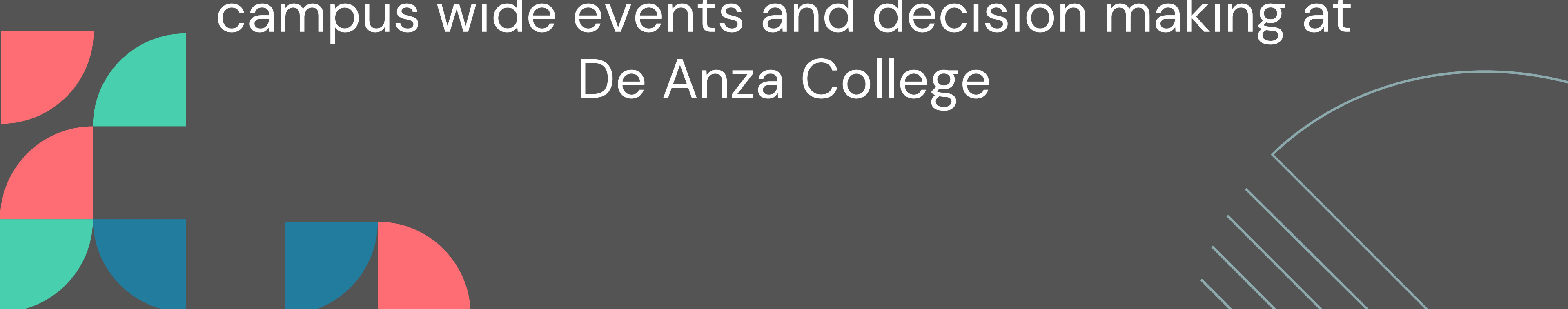
The background is a dark gray color. In the top-left corner, there are several thin, light blue lines radiating from a point. In the top-right corner, there are several overlapping semi-circles in yellow, blue, red, and teal. In the bottom-left corner, there are several overlapping semi-circles in red, teal, and blue. In the bottom-right corner, there are several thin, light blue lines radiating from a point, mirroring the top-left corner.

**WE NEED YOUR  
HELP!**



# CALL TO ACTION

We are asking Shared Governance to  
approve this equity rubric as an  
Equitable Assessment tool to apply to  
campus wide events and decision making at  
De Anza College





# EQUITY RUBRIC LINK





**THANK YOU!**  
**GRACIAS!**  
**谢谢**  
**SALAMAT**  
**A'HO**