



Equity Institute Framework

DRAFT

Equity Institute Framework

MESA2030 DRAFT GOALS

COMPLETION

- ▶ Mesa College will institutionalize (or Mesa-nize) practices that clarify pathways to timely completion for students with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.

SCHOLARSHIP

- ▶ Mesa College will prioritize equity and excellence in the classroom by fostering innovation and high-quality, culturally relevant teaching/learning with the priority on those practices that create parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.

COMMUNITY

- ▶ Mesa College will build a community culture that utilizes antiracist practices to cultivate collaboration, inclusion, diversity, equity, and personal growth so that all students, employees, and members of our external community are valued.

PATHWAYS + PARTNERSHIPS

- ▶ Mesa College will leverage pathways and partnerships within its internal and external communities to eliminate barriers and provide support for students entering Mesa College, through to completion, and beyond to transfer and employment.

STEWARDSHIP

- ▶ Mesa College will develop and sustain processes that prioritize environmental sustainability and allocate its human, physical, technological, and fiscal resources around the goal of increasing student access, success, and parity in outcomes across racial/ethnic groups and all disproportionately impacted groups.



Equity Institute: Vision & Mission

- ▶ **Vision:** We envision an anti-racist education system that recognizes identity and human connection as central to the process of teaching and learning where all young people build the knowledge and skills they need to thrive in the world. (From <https://theequityinstitute.org/>)
- ▶ **Mission:** Equity Institute develops and implements innovative solutions for building more diverse, equitable, and inclusive learning and professional environments. (<https://theequityinstitute.org/>)



Equity Institute Components

LEEP Series (Equity 101-9 week)

- The Leaders Engaging in Equity Practice (LEEP Equity Series) is designed to equip participants with skills, strategies, and tools in the areas of equity minded practices and cultural fluency. The series include readings, film screenings, facilitated discussions, interactive workshops, lectures, panels, and group projects. Collectively, these experiences prepare participants for the responsibility of aiding in the professional development of their colleagues. This 8 week? Series is designed to be an introductory series that looks at racial equity issues from a historical and societal points of view. This series is available to all Mesa College employees and is intended to help employees gain confidence in their ability and willingness to engage in difficult conversations around race and the disproportionate impact that we see within specific racial and other monoritized groups.



Components of EI

- **Equity Extension** ([Modeled after Loyola Marymount Extension Program](#))

The Equity Extension component of the Mesa College Equity Institute will provide opportunities for professional educators to learn new information or skills related to addressing disproportionate impact amongst specific groups. Equity Extension will educate the entire Mesa College Community, with the goal of becoming a credit earning institution that would eventually be available to all educators within the region.



Components of EI

Equity Course Development

Equity CD will work in conjunction with equity extension, this training series will help to support faculty, professional staff and/or administrators who have over time developed specific expertise and/or strategies in serving specific demographics of students. Through ECD, individuals will be able to create their own workshop and/or extension course (online, synchronous, asynchronous, or hybrid). Once completed and approved, these courses would go into the repository of equity extension courses that would be made available to the community.

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Components of EI

Other Equity Institute Initiatives:

- ▶ Annual Equity Conference
- ▶ On-going equity workshops and trainings
- ▶ Annual Student Forum
- ▶ New Course Redesign Institute
- ▶ Catalyst
- ▶ Classicon
- ▶ Faculty Inquiry Groups



Home for Elements of 13 Point Plan

Commitment #1- Diversity, Equity & Inclusion (DEI)

- ▶ Compliance with Campus & District Policies
 - ▶ Potentially serve as a repository for all such policies
- ▶ Compliance with Campus & District Procedures
- ▶ Support for DEI Initiatives (*Campus, District & State*)
 - ▶ *DEI scorecard ?*
- ▶ Broad Interpretation to Include Equity in Labor Issues and Diversity in Representation in terms of Academic Planning and Shared Governance



13 Point Plan

Commitment #2 – Community Involvement

- ▶ Responsiveness to Community Issues/Concerns
- ▶ Collaboration with other Educational Institutions
- ▶ Collaboration with Local Businesses & CBOs
- ▶ Toward Student Academic & Career Success
- ▶ Toward Employee Training & Involvement in Issues of Social Justice
 - ▶ Can take the lead in all of these noted areas insuring that each will be addressed annually in some respect as a part of the institute agenda



13 Point Plan

Commitment #3 – Accountability & Transparency

- In all DEI Planning & Evaluation Efforts at the Classroom, Department, School & Campus Levels
- **In Outreach To All Shared Governance Constituents**
- In Participation Among All Shared Governance Constituents
- In Clear & Comprehensive Communication & Reporting to All Shared Governance Constituents & to the Entire Campus

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13 Point Plan

Commitment #4 – Restorative Justice

- Appropriate Response to Breaches of Campus or District DEI Policies or Procedures
- Support for Victim and Offender Deliberations
- Support for Conflict Resolution
- Support for Reparation of Harm
- Support for Restitution if Appropriate
- Support for Restoration of Harmony within the Entire Campus Community
 - Serve to be a centralized call to action space