

BUILDING YOUR EQUITY PATH

STEP 1: PREPARE TO LEAD THE CHANGE

Where Do We Begin? ... Development, Climate Assessment, and Student Data

1. Establish your equity goals and vision, but first...
2. Establish your equity leaders. Make sure they have time and support for their own professional development (this work requires a lot of study time and support).
3. Conduct a climate survey... Dig deep!
 - a. You might consider using the Equity Score Card (see below for The Center for Urban Education)
 - b. Identify gaps, interventions, and how you will determine success.
4. Where is your community? Do you trust each other to have the deep and difficult conversations?
 - a. Read a *Different Drum* by Peck (1998) and determine where your community is “stuck” or moving toward.
 - b. Read up on deepening trust in schools – trust is linked to academic achievement and employee satisfaction! Start with *Trust in Schools* by Bryk and Schneider (2004) or anything by Reina and Reina.
5. Make sure campus leaders are skilled in applying an equity lens and engaging with equity mindedness. Read *The Equity Framework* by Linton (2011) and everything from *The Center for Urban Education*: <http://cue.usc.edu/>
6. Re-evaluate your data... Ask questions using an equity cognitive frame and filter the conversation through your equity lens.
7. Identify classified professionals, students, and faculty who will serve on equity teams across the camps to help deepen your initiatives and support the campus. For more information on Equity Core Teams please visit:
<http://www.deanza.edu/equityoffice/>

STEP 2: PLAN AND ORGANIZE FOR IMPLEMENTATION

Prepare To Engage In Courageous Conversations and Making The Case For Equity For All.

1. Offer a lecture series with key leaders in the equity movement... start a brown-bag lunch discussion group... offer equity town-halls to review hopes and concerns.
2. Go on a “road show” – Campus equity leaders should visit all shared governance and division meetings to introduce the concepts, establish the why, and invite deeper engagement.
 - a. Help folks establish the WIIFM (what’s in it for me?)

BUILDING YOUR EQUITY PATH

3. Encourage everyone to read the book *Courageous Conversations* by Singleton and Linton (2005); *The Thin Book of Naming Elephants* by Hammond and Mayfield (2004)
 - a. Consider inviting Singleton to lead a two-day intensive on the process of courageous conversations with your campus equity leaders and facilitators.
4. Establish a support system and professional development series for your campus equity team members.
 - a. Offer trainings on Cultural Humility, Nonviolent Communications, Coaching for Equity, Facilitating, and Mindfulness in the Classroom.
 - i. A wonderful Mindfulness resource is <http://www.mindfulteachers.org/> and the East Bay Meditation Center (<http://eastbaymeditation.org/index.php?s=67>) offers annual training and self-discovery programs on transformative social justice action and for white allies doing racial justice work.
 - ii. Please visit the De Anza Equity Office website for available cultural humility trainings. You might also consider inviting Dr. Tervalon to your campus for additional training and consultation.
<http://melanietervalon.com/>
 - b. Tackle fears for talking about race... Develop skills for facilitating conversations on the institutionalized culture of whiteness.
 - i. Read *Understanding White Privilege* by Kendall (2006) and consider bringing her in for additional training.

STOP - PROCESS CHECK:

- ✓ Have you completed your climate survey and reexamined your equity data?
- ✓ Do you have an Equity Director? (Do they have adequate support... Administrative Support... A Program Coordinator... Institutional Research Support... Regular Meetings with Senior Staff... A seat on Classified Senate, Academic Senate, etc.)
- ✓ Have you established an Equity Council that is an official part of your shared governance structure?
- ✓ Have you gone on the road show? ... Do folks understand WHY we are doing this work, what's in it for them, the expectations, and the path?
- ✓ Have you established Equity Core Teams for each division or area of the campus? Have you established a support system and professional development series for these team members?
- ✓ If you are the equity director, coordinator, administrative support leader... Do you feel you have the support you need and adequate training?

BUILDING YOUR EQUITY PATH

- ✓ Have you adequately engaged students and the community in the process? Do they know about this work and roles they can play in the process?
- ✓ Have you adequately engaged classified professionals in the process? ... This work is for everyone, not just faculty.

STEP 3. IMPLEMENT THE CHANGE

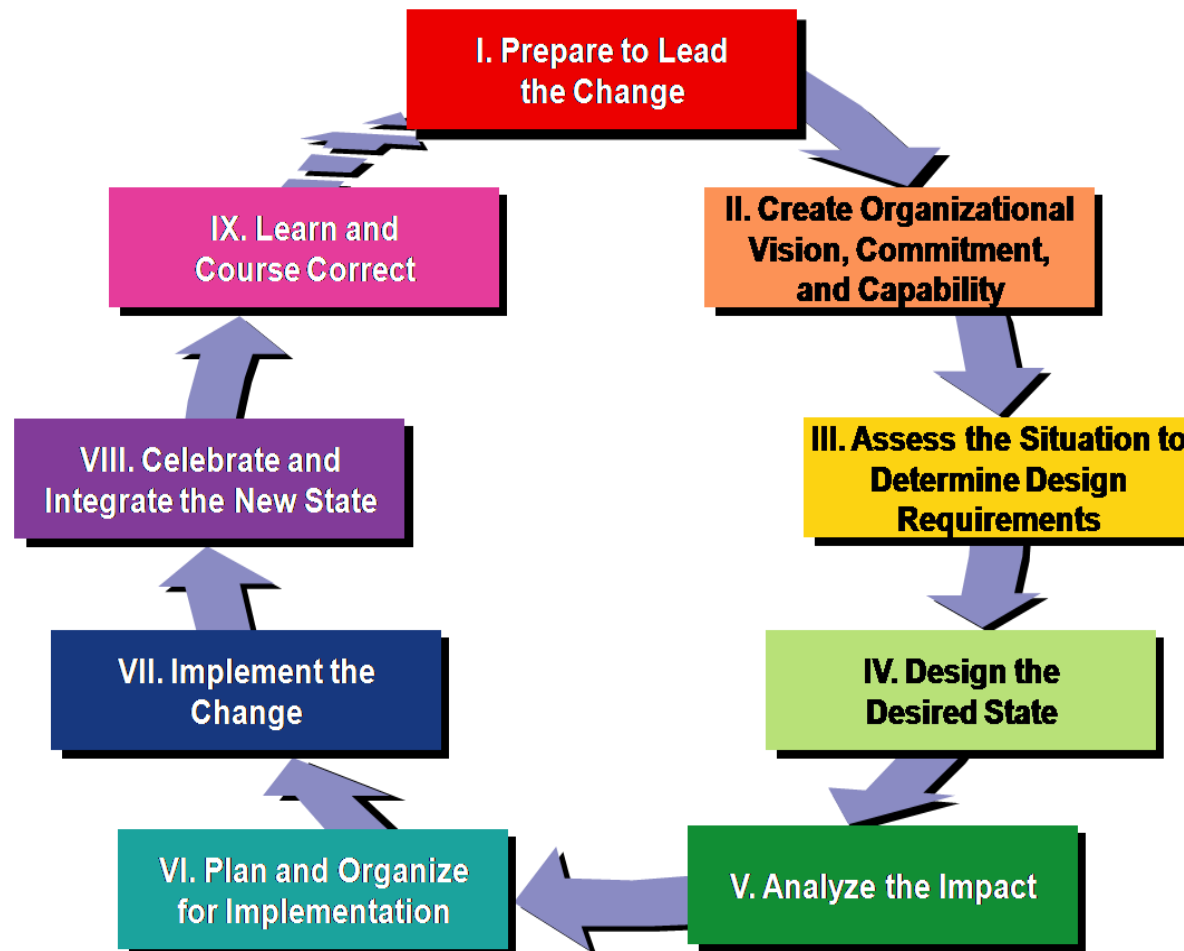
Cultural Integration, Training, and Application of Tools – And Celebrate!

1. Make sure the mission, vision, values, core competencies, and your educational master plan include your commitment to equity and your conceptual framework.
2. Conduct an Equity Walk... Are students introduced and able to feel the commitment to equity during their orientation, counseling, first day of classes, and throughout all areas of campus engagement? Remember: The visual and felt space matters too.
 - a. Review the research and resources provided by The RP Group: <http://rpgroup.org/content/research-framework>
3. Is equity development part of new employee orientation, tenure support workshops, annual shared governance training, flex days, etc.
4. Are tenure committees and hiring committees adequately trained in the use and application of the equity lens and mindedness?
5. Are instructors provided with ongoing training on classroom equity praxis?
 - a. All instructors should receive support in equity curriculum design, critical and equity pedagogies, equity interventions, how to develop equity-inclusive syllabi, and how to collaborate more intentionally with colleagues.
6. Are campus leaders –student government, shared governance members, managers, deans, and administrators- able to apply the equity lens and engage in equity-mindedness when considering policies, processes, budgeting, and support the campus community?
 - a. Provide training in Gorski’s 6-step Equity Problem-Solving Model and Equity Literacy Framework (see <http://www.edchange.org/handouts.html>)
 - b. Consider additional training in coaching and leading for equity.
 - i. Consider sending a team to one of The National Equity Institute programs: <http://nationalequityproject.org/events/leading-for-equity>

BUILDING YOUR EQUITY PATH

7. And don't forget your Accreditation and SLO processes. Equity should be embedded into your accreditation and program review processes.

STEP 4: ASSESS IMPACT AND COURSE CORRECT AS NEEDED



<http://changeleadersnetwork.com>