



# Equity Praxis: Putting the values of equity into practice

*In this session we will explore equity praxis and pedagogy, equity literacy abilities, and what creates barriers to successful implementation...And how to overcome those barriers!*

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# Sharing My Story

*“Work is love made visible. And if you can’t work with love, but only with distaste, it is better that you should leave your work and sit at the gate of the temple and take alms of the people who work with joy.” – Kahlil Gibran*

# Warm-up Pair-Share

- What is your understanding of equity? How do you explain this concept to others?
- Why is it important for student and employee success, especially now?
- Why are you committed to equity work?
- What contributions are you making... or would you like to make, moving forward?



**Equality**

doesn't mean



**Equity**

# Equitized Campuses Create Conditions for Success

Access

eq·ui·ty *ek-wi-tee*, noun.

Just and fair inclusion. An equitable society is one in which all can participate and prosper. The goals of equity must be to create conditions that allow all to reach their full potential. In short, equity creates a path from hope to change.

**BSI & ESL**

**Transfer**

**Course  
Completion**

**Graduation  
Certification Completion**

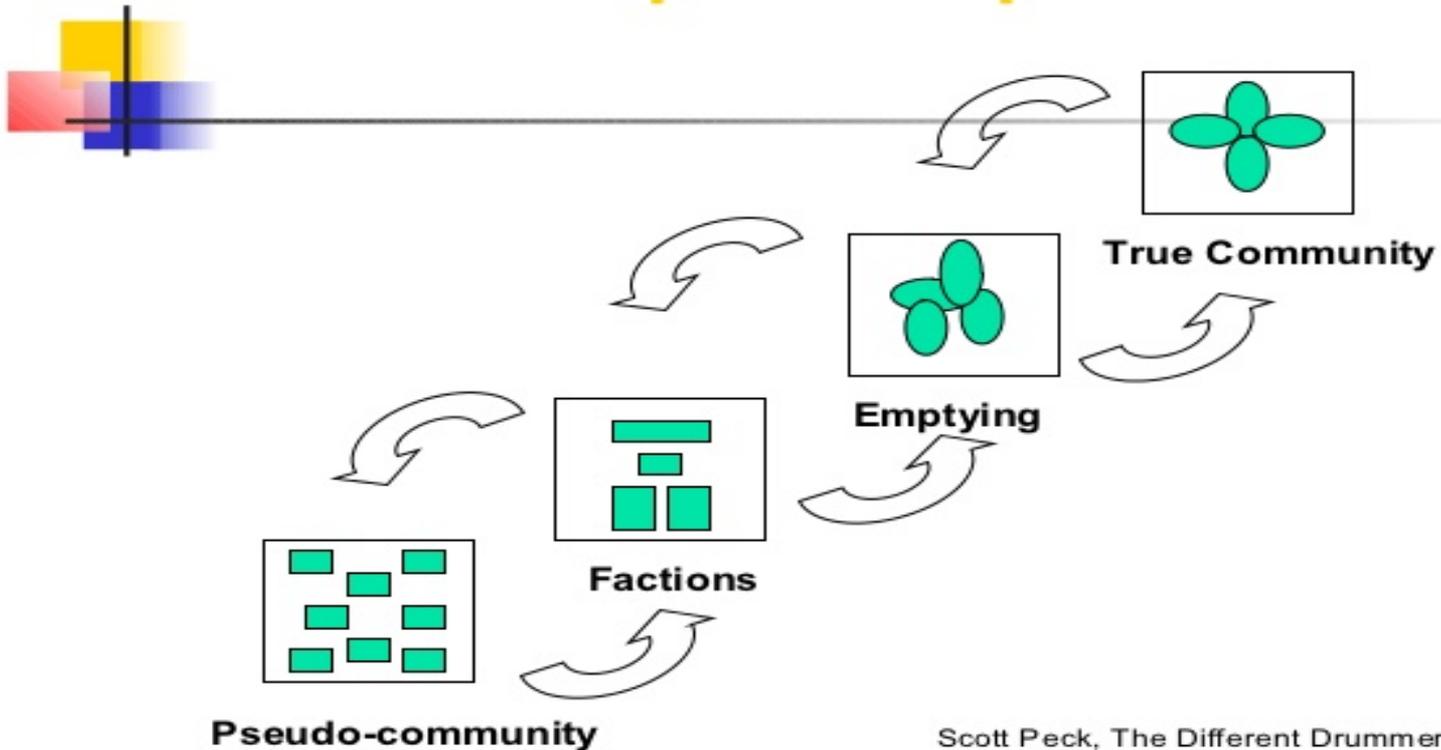
# Where Do We Begin?



COMMUNITY

# Employees Need Equity TOO!

## Group Development



Scott Peck, *The Different Drummer*, 1987

# EQUITY LITERACY ABILITIES

(Adapted from Gorski, 2014)

1. **Ability** to RECOGNIZE biases and inequities, including subtle biases and inequities in self, others, curriculum, and school practices.
2. **Ability** to RESPOND to biases and inequities in the immediate term.
3. **Ability** to REDRESS biases and inequities in the long-term.
4. **Ability** to CREATE and SUSTAIN a bias-free and equitable learning environment.
5. **Ability** to APPLY a equity cognitive-frame to individual and institutional practices.

# Small (low risk) Equity Actions

- Include your preferred pronoun in your email signature
- Include equity related quotes, visuals, etc. in your class, office or division
- Attend an equity event as an ally
- Share an article with your department or colleagues
- Practice using “folks” instead of “guys” when referring to groups of people

# Medium Equity Actions

- Participate in equity related professional development ... Share what you learn
- Look at your class or division equity data
- Invite colleagues to read and discuss an equity related article
- Participate as an equity representative on another shared governance committee
- Request that your manager, Department Chair or Dean lead or host an equity retreat

# Large (high risk) Equity Actions

- Present an equity related workshop or discussion to your department or division
- Review with a team the current policies and practices in your department or division and make equity recommendations
- Facilitate an equity walk with your team
- Bring an equity lens to the table in large meetings
- Review and revise your syllabus or office policies

# Making The Commitment

- How will you use today's information?
- How will you continue to stay engaged in the equity work?
- What do you need from your campus community?
- What can you provide to your campus community?

# Thank you!

Questions. Comments. Appreciations.

