

Lead the Choir: How Academic Senate leadership is critical for integrating equity into the campus culture

**ASCCC Academic Academy
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Agenda Overview

- An Equity Movement
- Equity Principles
- Courageous Leadership
- Building a True Community
- Telling the Story: Equity Framed Data
- Creating Your Equity Framework

De Anza's Mission & Values

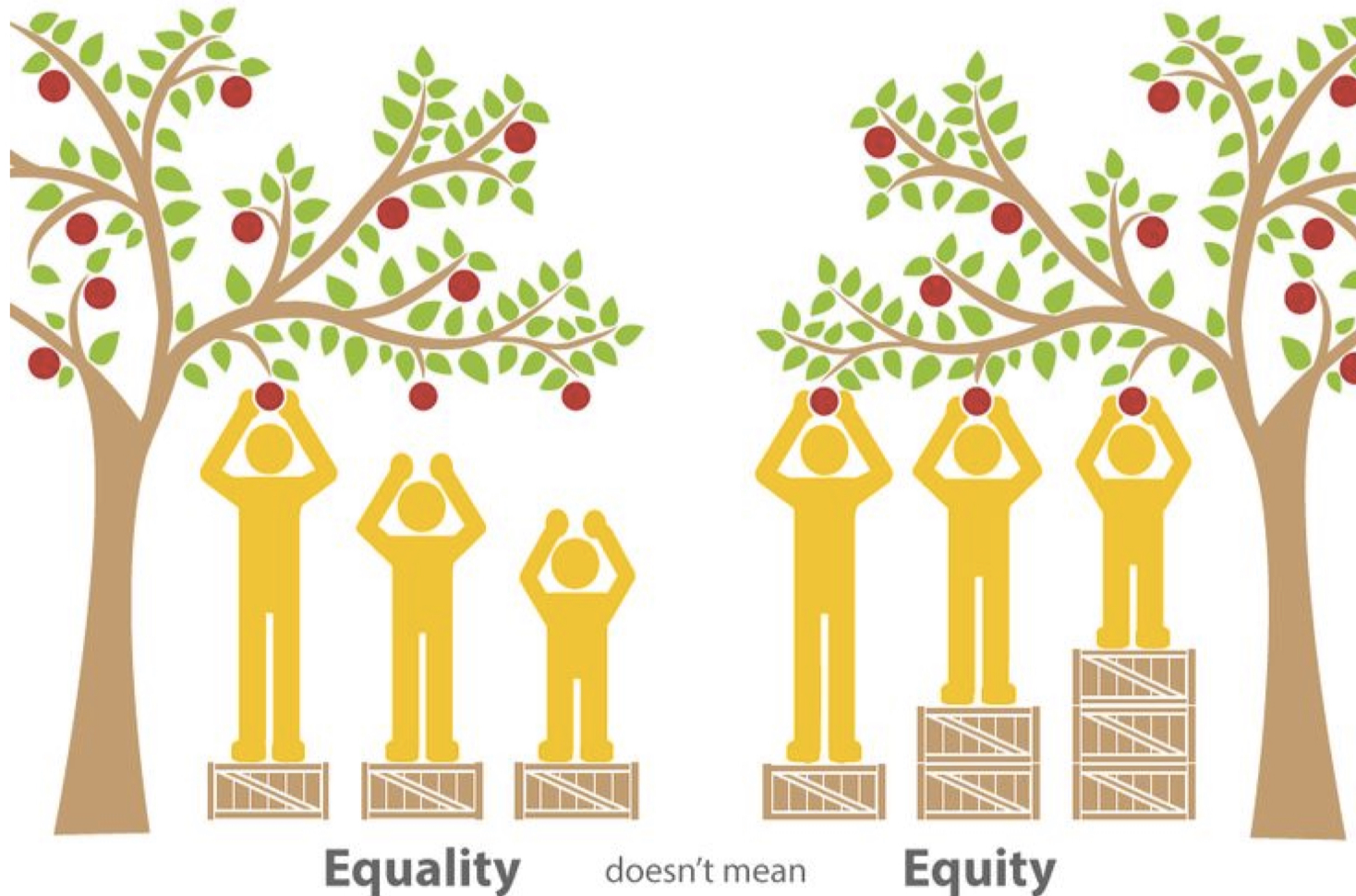
De Anza College provides an academically rich, multicultural learning environment that challenges students of every background to develop their intellect, character and abilities; to realize their goals; and to be socially responsible leaders in their communities, the nation and the world.

The college engages students in creative work that demonstrates the knowledge, skills and attitudes contained within the college's [Institutional Core Competencies](#):

- Communication and expression
- Information literacy
- Physical/mental wellness and personal
- Responsibility
- Civic capacity for global, cultural, social\ and environmental justice
- Critical thinking



Interest or Commitment ?



Building An Equity Movement

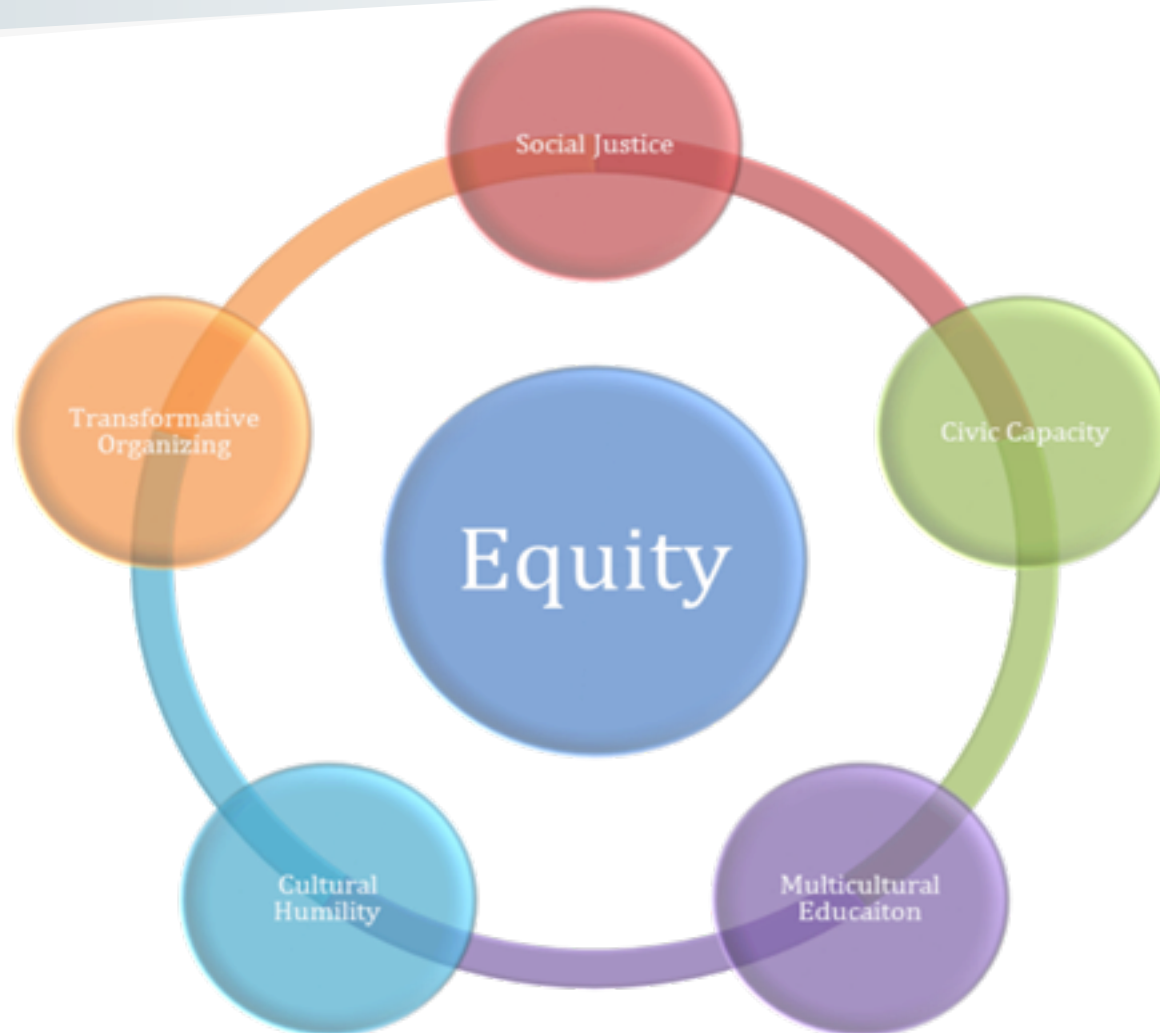
- Identify the “right” people... Who can lead by example?
- Identify the “right” message... What message will energize and call-in the majority?
- Identify a group action focused on leveling the playing field... That everyone feels they can “buy-in”

Tips for Movement Building

- ❑ Identify those can might carry out, resist or undo change
- ❑ 2. Identify those who will help organize and sustain the campaigns
- ❑ 3. Identify who you will ensure equity mindedness throughout the process.

Activity: How will you start your movement? #WeREquity #equitymatters

De Anza Equity Principles



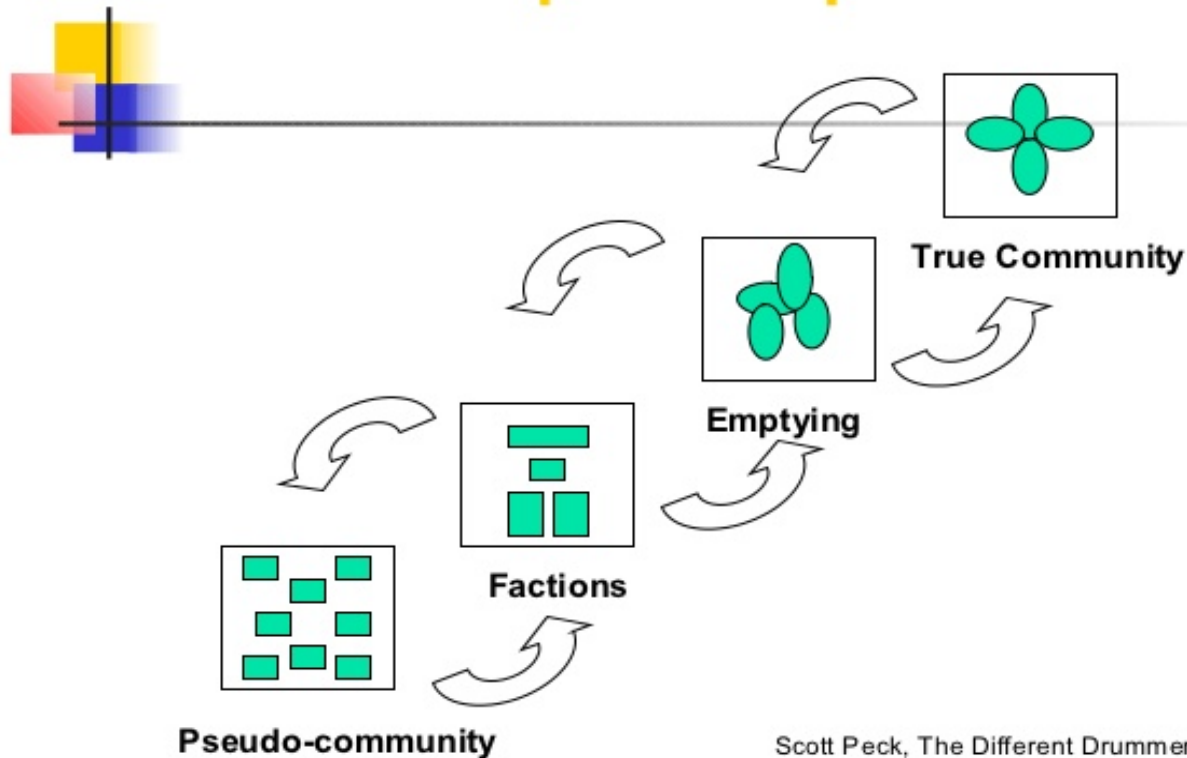
Courageous Leadership

Courageous Leadership Three Buckets of Courage



Building A "True" Community

Group Development



Scott Peck, *The Different Drummer*, 1987

Telling the Story...

Using Equity Mindedness to
Understand Data and Shift Our
Approach to Meeting the Needs of
ALL our students

What is a Deficit-Minded Frame?

UNIVERSITY OF WISCONSIN SYSTEM
LW

Deficit-Minded Frame

Emphasis on qualities that students lack or knowledge they “should” have...

The diagram illustrates a deficit-minded frame. On the left, a blue silhouette of a human head is shown in profile, facing right. Inside the head, several interlocking gears of various sizes are depicted. To the right of the head, a series of three small circles leads into a large, cloud-like thought bubble. Inside this thought bubble, the following text is arranged:

- How to Learn
- Discipline
- Time
- Motivation
- Commitment
- How to “Be a College Student”
- Engagement
- Direction
- How to Navigate the University System

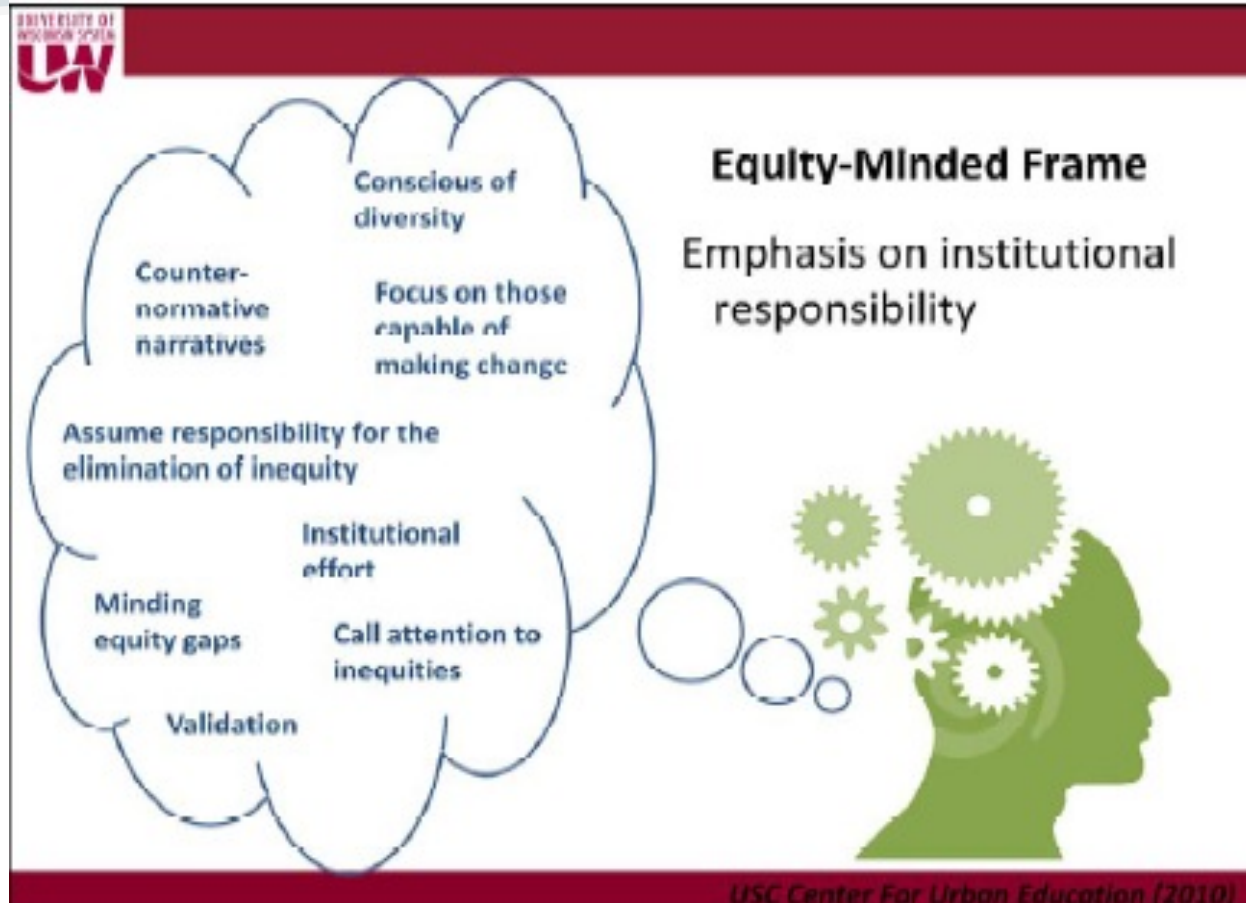
USC Center For Urban Education (2010)

Making Meaning-Our Story

Table 1.0: Target Populations with Achievement Gaps of At Least-3.0, 2014

Student Equity Indicators		Table 1.0: Target Populations with Achievement Gaps of At Least-3.0, 2014									
		Age 18-24	Age 25-34	Male	African American	Filipino	Latino/a	Low Income	Disabled	Foster Youth	Veterans
A	Access Enrollment								-5.1		
B	Course Completion				-14.7		-9.3	-7.3		-14.1	
B	Two-Term Academic Probation				-8.6		-6.6	-2.9		-6.8	
C	ESL Completion		-15.1		-22.7		-22.3				
C	Basic Skills English Completion		-12.8		-6.7		-9.2	-3.0	-12.2	-26.7	
C	Basic Skills Math Completion		-8.0		-9.5		-8.9			-27.9	
D	Degree Completion		-3.0	-3.2					-6.4		
D	Certificate Completion										
E	Transfer	-4.5	-31.2		-4.7	-13.1	-20.2	-6.4	-25.7	-24.7	-14.3

What is an Equity-Minded Frame?



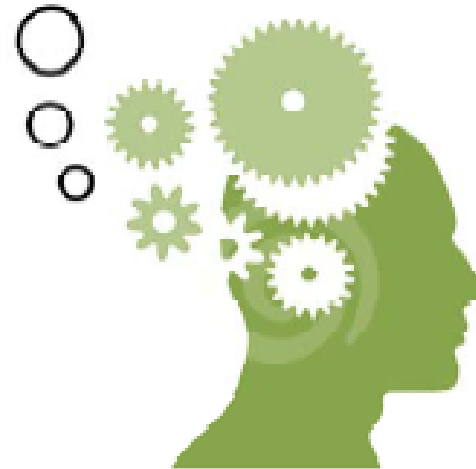
How Do you Develop An Equity-Minded Frame?



Equity-Minded Practitioners:

- Call attention to inequities,
- Assume responsibility for the elimination of inequities, and
- Focus on the practitioners capable of making change.

EQUITY-MINDED
Cognitive Frame
Practitioners and
institutions are
accountable



Why A Framework?

(Linton, 2011)

Without a clear framework, few strategies can drive sustainable success... “closing the gap” strategies have little lasting impact because the framework defining **why** the work matters is never clearly articulated” (p. 52).

“The Success of equity depends on the school and/or system’s ability to create an effective framework that guides all decisions, practices, and policies according to equity” (p.49).

The De Anza Equity Framework



Working Your Framework

In developing any approach to equity, the institution should prioritize the critical knowledge areas into three levels of desired understanding:

1. Institutional knowledge worth being familiar with
2. Important knowledge and skills to move the work forward
3. Enduring understanding of praxis to sustain success



Thank You!