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

Follow-up to the General Session

ASCCC Academic Academy

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De Anza College

Session Outcome

- Attendees will review the case study and engage in a series of reflective dialogic questions.

- Participants will have an opportunity to explore the meaning of transformation at their individual institutions and how to strengthen the role of Academic Senate in *equitizing* their institution.

Agenda Overview

Welcome & Mindfulness Activity

Case study: De Anza Equity Framework, and Theory of Action

How to equitize the senate: Story telling the journey

Activity: Identifying what you need to equitize your senate

Tree Reflections & Closing Comments

Mindfulness Practice Leads To…

Self-awareness and observation

Shifting inward will help ground, reduce stress and help identify solutions to issues and challenges

-Detachment

Acceptance of emotion without the need to react… triggers PNS [parasympathetic nervous system] activation, which in turn reduces activity of the arousal centers of the limbic system."

-Compassion

"Compassion-based mindfulness practice increases the density of gray matter in certain areas of the brain... involved in learning and memory processes, as well as emotional control, self-awareness, and perspective taking...

http://www.mindfulteachers.org/p/free-resources-and-lesson-plans.html

Case Study: De Anza College

Student Headcount (Credit, Fall 2015): 22,560

Annual FTES (2014-15): 19,493

Programs Offered (2014-15)

Degree & Certificate Programs: 169

Degrees & Certificates Awarded (2014-15)

Total Degrees & Certificates: 2,287

Associate Degrees: 1,703

Technical/Occupational Certificates: 584

Total Transfers: 2,604 (2013-14)

University of California: 756

California State University: 1,396

Private Colleges & Universities: 452

Students Receiving Financial Aid: 12,500

Total Financial Aid Disbursed: $36,520,032

Distance Education (2014-15)

Enrollment: 20,415

Case Study: De Anza College

Student Race and Ethnicity

Other Student Demographics

Ethnicity
- Asian: 38%
- Black: 4%
- Filipino: 7%
- Hispanic: 27%
- Native American: 1%
- Pacific Islander: 1%
- White: 20%
- Other/Declined: 2%

Age
- 24 & Younger: 70%
- 25 or Older: 30%

Gender
- Female: 48%
- Male: 51%

Enrollment Status
- Full-Time: 51%
- Part-Time: 49%

Academic Senate

Mission

The Academic Senate is represented by all full-time and part-time members of the De Anza faculty and Foothill-De Anza Board of Trustees in promoting the quality of community college education. This site provides information about the decisions of committee, current members of the Senate, and developing academic and professional potential.

Duties

The Academic Senate's purpose is to solidify standards regarding admission, curriculum, degrees, and faculty responsibilities to improve De Anza.

The Board of Trustees relies primarily on the Academic Senate to develop curriculum, including establishing prerequisites and placing courses within disciplines. The Senate sets:

- Degree and certificate, general education and program specific requirements
- Grading policies
- Standards regarding student preparation and success
- Policies for faculty professional development activities

Equity As our Guiding Principle
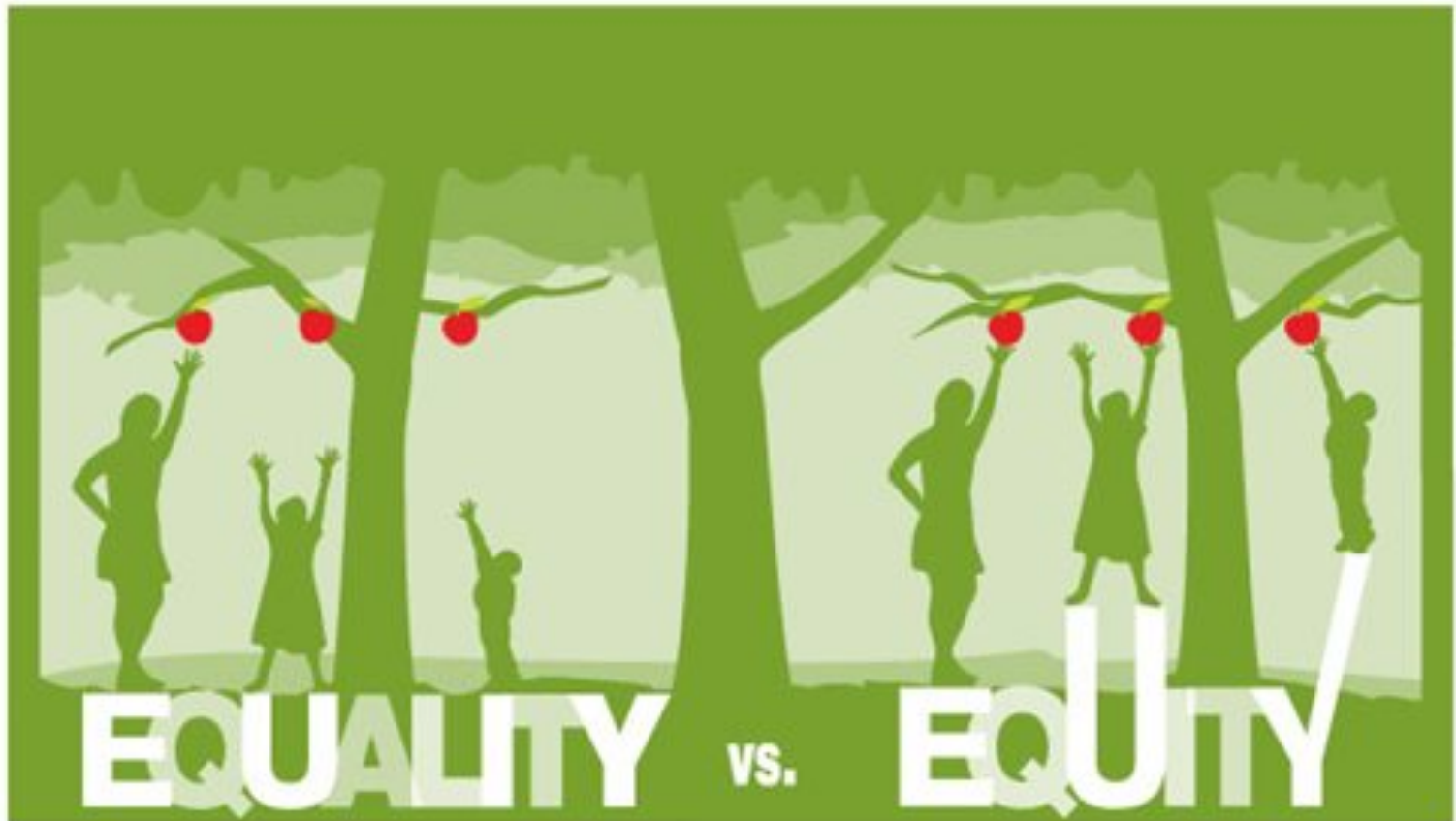
Building an Equity Movement

- ❑ Identify the "right" people… Who can lead by example?

- ❑ Identify the "right" message… What message will energize and call-in the majority?

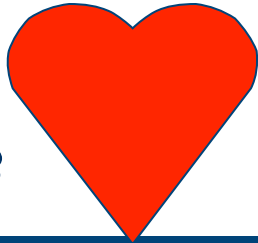- ❑ Identify a group action focused on leveling the playing field… That everyone feels they can "buy-in"

Case study:
De Anza Equity Framework and Theory of Action

How to Equitize the Senate: Story telling the journey

2012 – 2013

Identifying AS Leadership Committed to Equity

Engagement of Equity Director:
- Creating Shared Language Presentation
- Request for Equity Subcommittee
- Presentations on Equity

Establishing Shared Starting Points:
– Senate commitment to Equity
– Common definition and language
– Developing Trust (Reina Model& Howard Jackson Model)
  Competence trust
  Contractual trust
  Communication Trust

STEPS *on our Journey*

Story Telling the Journey, 2013-2014

Fall 2013

- A subcommittee of the Senate was formed
- Review definitions
- Began to development the strategy for Senate engagement in equity

Winter 2014

- Reviewed the outcomes of the college equity work
- Dialogue with guided questions.
- *How would you describe the culture of the Senate?*
- *What institutional values guide the Senates practices or processes?*
- *How are the campus values and instructional core competencies embedded in your process and practice?*
- *How does the Senate model equity, social justice, and multicultural inclusion? Do you feel welcomed and supported? Please explain.*
- Equity "tree" activity to reflect on our personal lives and the instructional department's work on equity
- Discussion on printing needs and equity implications

Story Telling Journey 2014-2015 Year of Reflection

- Collaborative Problem-Solving Activities for Equity and Justice: A 6-Step Model and scenarios
- Case study discussion as a result of program presentations
- Guideline for preparing a presentation- need to prepare presenters identified
- Senators received the Equity Task for 2014-15, Year of Reflection, Equity Stories
- New Senators Orientation (with an equity focus)
- Spotlighted Equity Programs
- Senate leadership involvement in the development of the Education Master Plan (equity framework focus)
- Senate processes improvement- Inclusion of the Curriculum Co-Chair and Director of Equity, Social Justice and Multicultural Education (by-laws revision)
- Introduce cognitive frame

- Developed a guide to prepare for a presentation
- Year of Reflection- Program Review & Equity
- Apply Collaborative Problem Solving for Equity & Social Justice 6 Step Model to the textbook project
- Student Success through Equity: Stories, Empathy and Inquiry
- Developed and implemented Senate Projects focused on this question-*How can we do better?* Project: Lecture-Lab, Auditing classes and volunteer at record, On line & hybrid instruction, Monitoring 3SP, Student Interface
- McFarland Film viewing and discussion
- Campus and areas equity walk with equity tool
- Campus Equity Plan work and review
- Academic Senate Equity Walk

So Far in 2015-16
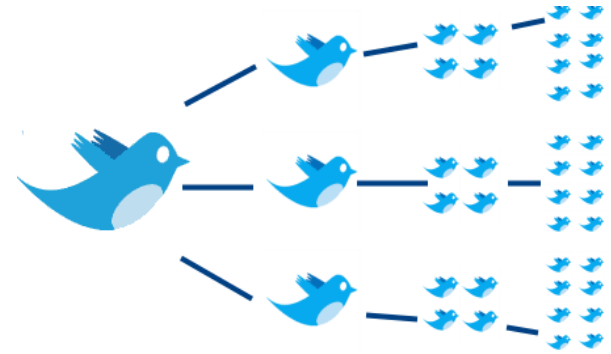
- New Senators Orientation (with an equity focus)
- Calling-In Culture training and practice
- Improving the agenda format to include mindfulness, call-in culture, space public voice, use of problem solving tool, meeting evaluation
- Organizing for the upcoming review of the hiring policy and procedures with an equity lens
- Implementation of Senate Projects – Equity focus (Student Interface, Auditing Classes & Volunteer of Record, Textbooks/On line Education Resources, On-line, Hybrid & Enhanced Education, and the Student Success & Services Program implementation, Multiple Assessment Measures, ADT Implementation, Environmental Sustainability Global Citizenship requirement implementation)
- Engaging actively in the conversation and decision making on the funds available including the Student Success and Support and Student Equity funds
- Strengthening collegial consultation

GOING VIRAL within Shared Governance Groups
All Activities in collaboration with the Office of Equity & the Equity Action Council leaders and members

Activity: What do you need to Equitize Your Senate?

Instructions:

With your team, please identify what you need to equitize YOUR senate.

Where and how will you begin?

Things you might need…

- Trust
- Dialogue Skills
- Community Agreements
- Mentoring
- Team Building
- Equity Leadership Training
- Equity Subcommitttee

Reflection: Our Tree

●**Branches:** How do you integrate these values into your professional list?

●**Trunk:** How do you internalize or integrate these values into your personal life?

●**Roots:** Equity and Social Justice as a foundational values?