Situating Equity Institutionally

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With vs. Without a Framework
“Without a clear framework, few of these 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” (Linton, 2011 p. 52).
Linton’s Equity Framework is based on the analysis and integration of an equitized culture, praxis, and leadership approach. The framework, although very strongly encouraging critical, equity, and culturally responsive pedagogies, argues that focusing only on these strategies comes at the expense of improving the culture and leadership within the educational institution.

Practices, Culture, and Leadership Are Equally Important and Need to be Equitized!
Developing an Equity Framework

**Step 1.** Describe your institutions working definition of EQUITY?

**Step 2.** Unpack Your **Current** Institutional Conceptual Framework/Theory of Change

**Step 3.** Develop an Enhanced Equity-Minded Institutional Conceptual Framework/Theory of Change

**Step 4.** Develop Your Integrating Equity Lens For Ensuring Efforts Are in Alignment with Equitizing the Institution

**Step 5.** Work to Bring Everyone Along and Provide Training on these Tools

Neal, 2015
Linton’s Equity Lens

Equity Lens

Culture
- Personal Strategies
- Institutional Strategies
- Professional Strategies

Practice
- Personal Strategies
- Institutional Strategies
- Professional Strategies

Leadership
- Personal Strategies
- Institutional Strategies
- Professional Strategies
Equity Lens Considerations (adapted from Linton, 2011)

• Culture
  ○ List strategies you already use to build your own cultural competency and positive learning culture:
  ○ List strategies you could use to build your own cultural competency and positive learning culture:

• Practice:
  ○ List strategies you already use to deliver equitable instruction for students:
  ○ List strategies you could use to deliver equitable instruction for students:
Leadership

- List strategies you already use to be an effective leader of equity:
- List strategies you could use to be an effective leader of equity:

For each equity factor above, consider the following:

- What personal strategies are you bringing to the work?
  - Example: Challenging personal expectations and assumptions.
- What institutional strategies are you bringing to the work?
  - Example: Including Students in ALL meetings. Redressing power differentials in meetings.
- What professional strategies are you bringing to the work?
  - Examples: Provides a list of culturally responsive “best” practices to classified professionals and faculty.
Intrapersonal Equity Sensibilities/mindedness and Cultural Humility

Interpersonal Equity and Cultural Humility: Cultural Humility Praxis, Equity Pedagogy, Allyship, MicroAffirmations

Cultural/Institutional Consistency and Equity Alignment: Address Power and Privilege Imbalances; De-institutionalizing Whiteness; Decolonizing curriculum, policies, and procedures

Institutionalization and Potential for Social Transformation: Professional Development, Resources Allocation, Hiring Practices, and Leadership
Awareness Wheel Reflections:

- What do you see and hear?
- What meaning does it hold for you?
- How do you feel?
- What do you want?
- What are you willing to do?

Reference: ICP - Interpersonal Communication Programs, Inc.; Principals: Sherod Miller, PhD and Phyllis Miller, PhDs.
http://www.iskillszone.com/abouticp.html