360 DEGREES OF EQUITY

CREATING A CULTURE THAT CONNECTS US TO THE WORK AND TO EACH OTHER.
GROSSMONT COLLEGE

- Serves approximately 18,000 students
- East County, El Cajon
- Hispanic Serving Institution 34% Latinx
- 800 faculty, 87 member Academic Senate
- 242 classified employees, 22 member Classified Senate
EQUITY EFFORTS AT GROSSMONT COLLEGE

- Integrated Planning
- Goals
- Grad Coaches
- Summer Institute Program
- Transitions to Success
- Outreach
- Common grounds programming
- Student Clubs
- Partnership with Las Colinas Detention Center for Women
- Guardian Scholars Campaign
- Multiple Measures/Acceleration
- Via Rápida
- Latinx Alliance/Latinx Heritage Month
- OER/ZTC
- Cross Cultural Studies
- Basic Needs Committee
- Gizmo’s Kitchen
- We’re All In Campaign
- Cross Cultural Studies
- Student Success and Equity Taskforce
- Common grounds programming
- Student Clubs
PERSISTENCE DATA
STUDENT SUCCESS SCORECARD

% of degree and/or transfer-seeking students who enrolled in the first three consecutive terms . . .

2015 72.5%
2016 77.6%
2017 79.0%
UNIT ACCUMULATION DATA
STUDENT SUCCESS SCORECARD

% of degree and/or transfer-seeking students who achieved at least 30 units.

2015: 66.7%
2016: 68.1%
2017: 70.6%
Equity is not just the purview of one committee. We must bring a consistent focus to matters of equity in all that we do. Equitable results for our students depend on thoughtful, intentional and integrated equity practices across our entire institution.
EQUITY-MINDED FRAMEWORK

Personal

Professional practices

Institutional/Organization
What are some examples of “choice points” in these areas?

<table>
<thead>
<tr>
<th>Personal</th>
<th>Professional</th>
<th>Structural</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Who are you?</td>
<td>• Delivery</td>
<td>• Policies</td>
</tr>
<tr>
<td>• What do you believe?</td>
<td>• Practices</td>
<td>• Practices</td>
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<tr>
<td>• What do you do?</td>
<td>• Policies</td>
<td>• Planning</td>
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<td>• Curriculum</td>
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<td>• Environment</td>
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</table>
A DEFINITION OF EQUITY

Building a Shared Language with Your Group
Equity is not about equal treatment of all students. Rather, it is about equal outcomes achieved by individualizing the instruction and support for each and every student.

Equity is about all students succeeding, especially when measured according to differences such as race, ethnicity, socioeconomic status, gender, language, family background- the list of diversities within our students goes on and on. This effort had been traditionally referenced as “closing the achievement gaps” between students from the dominant White middle-class norm and students from traditionally underserved or oppressed populations.

- Linton, 2011
Building equity in education shifts the focus of responsibility for academic achievement from the students to the professional administrators and teachers who are the educators in the school. Students have to do their part, but the adults in the building need to teach in a way so that all students can succeed.

- Linton, 2011
CONVOCATION

SPRING OF 2017

• FACULTY ONLY
• 182 ATTENDEES
• KEYNOTE SPEAKER
• MOVING THE NEEDLE BY ADDRESSING POVERTY THROUGH NON-COGNITIVE PEDAGOGIES

SPRING OF 2018

• Campus Community
• 409 attendees
• Convocation + keynote format
• Our Students: faces * voices * numbers
What Participants had to say...

A wake up call

Absolutely the best higher ed. Convocation I have attended in 30 years! Relevant, powerful, insightful, informative, and impactful!

There is no doubt where we as a campus/ as individuals need to do our most focused work.

Spot on
FLEX WEEK OFFERINGS

FALL 2018

• 47 WORKSHOP OFFERINGS
• 564 ATTENDEES

Fall 2019

• 24 workshop offerings
• 291 attendees
5 KEY PRACTICAL STRATEGIES
PLEDGE CARDS 429 FACULTY SIGNED
STUDENT SURVEYS 253 AGREED TO PARTICIPATE
OPPORTUNITY TO REFLECT AND DEBRIEF ACROSS DISCIPLINES
CLASSIFIED LEADERSHIP INSTITUTE

- Professional Development for classified professionals
- Opportunity to self reflect
- Shared language on equity
- Explore their professional role
ACADEMIC SENATE

• Once a month 45 minute sessions on equity discussions

• Starting with the personal and moving to the professional (within the context of the 10+1)
GOVERNANCE REORGANIZATION

• Equitable representation of constituency groups – Students, Faculty, Classified Professionals, and Administrators.
• Equity and Inclusion charge in each of the 7 governance committees.
• Trainings on governance committee offered through the office of professional development.
12 COURSES
From 7 Disciplines

24% OF ENROLLMENTS
High Enrollment & Mostly General Education or Prerequisite Courses

29% OF NON-SUCCESES
Potential Target for Scaled Intervention
12 GATEWAY FORUMS

Fall 2018
- 61 Participants
- Campus Community

Spring 2019
- 42 Participants
- 10 Campus areas

Fall 2019
- 60 Participants
- 10 Departments
NOW IT’S YOUR TURN!

As you think about advancing educational equity...

1. At your own institution, can you think of an opportunity to engage equity at the personal level, the professional level and/or the structural level?
QUESTIONS? PLEASE REACH OUT!

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