

Recommendations Form

ISSC Action Team: Creating an Equity Lens for the SRJC District

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Background/Context

Why it Matters

A clear understanding of the definition of equity is necessary for institutional consistency in order to actively engage in, and ultimately facilitate, meaningful conversations related to equity for students and employees on our campuses. Creating a shared understanding of key terms and language commonly used in dialogue related to equity, diversity, inclusion, and social justice among all employees and students at the District may lead to cohesive and equitable implementation of programs and services which will benefit all student populations.

Aim and Objectives

The aims and objectives include:

- To implement a pervasively known mental mindset that calls attention to patterns of inequity in student outcomes through the District.
- To encourage practitioners to use an equity-minded frame so that they are willing to take personal and institutional responsibility for the success of students and critically reassess the District's and their own practices.
- To encourage all stakeholders of the District to exhibit equity-minded thinking and demonstrate an awareness of the social and historical context of exclusionary practices in American postsecondary education.
- To create methods and tools for areas of the District to evaluate and audit their areas using an equity framework to center the needs of current and future students.

Problem Statement

Disproportionately impacted students experience less success than less-impacted peers, resulting in attrition or extended time to degree or certificate completion.

Santa Rosa Junior College District (SRJC) does not have a pervasively shared definition of equity, as well as tools and methods to implement it in our work, resulting in inconsistent implementation of DEIAA initiatives district-wide contributing to inequitable outcomes for disproportionately impacted student populations.

Recommendations

We recommend that the District initiates a process by which the college will create a definition of equity. This is necessary for institutional consistency in order to actively engage in, and ultimately facilitate, meaningful conversations related to equity for students and employees on our campuses. This will include creating a shared understanding of key terms and language commonly used in dialogue related to equity, diversity, inclusion, and social justice among all employees and students at the District.

Following this, we recommend the District create methods and tools for areas of the District to evaluate and audit their areas using an equity framework to center the needs of current and future students.

Attachments and References

Timeline: List any additional documents, data, or supporting materials that accompany the proposal, such as research reports, financial projections, or project plans

References: [need to add here]

Submit to co-chairs for feedback and wordsmithing. Then send to the whole committee for a vote.