

A Culture of Equity-Minded Thought Leaders is Required for Systemic Change

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Equity-Minded Thought Leaders: **The Foundation is Key**

- Solicit buy-in from the Board of Trustees, Foundation Board Members, and Senior Leadership to embrace and promote the equity agenda.
- Hire a person or appoint a committee to lead these efforts.
- Start with the basics by providing professional development opportunities to develop a foundational understanding for racial equity.
- Institutional commitment begins with financial resources; if necessary all divisions must be prepared to reallocate monetary resources and human capital to move the equity agenda forward.
- Facilitate an institutional capacity audit of practices, policies, and procedures to uncover systemic barriers to access, persistence and completion.

Equity-Minded Thought Leaders: **Buy-In & Accountability**

- Assess all data to develop an Equity Plan for the College.
- Qualitative data is just as, if not more important than quantitative data.
- Involve students, staff, adjuncts, faculty and community members in the development of your equity plan.
- The College's strategic plan, equity plan, and guided pathways plan must be succinct to support the vision of the college.
- Be transparent about EVERYTHING; the College must break down silos across student support services and instruction to achieve desired goals.
- Don't be afraid to use words like, "race, racism, microaggressions, bias, prejudice, privilege, etc." You can't change it, if you don't name it.
- Engage in courageous conversations, and foster an environment of reflection and reframing; become comfortable with the uncomfortable.

Equity-Minded Thought Leaders: **Buy-In & Accountability**

- The Equity Agenda should be the foundation for “ALL” of the College’s strategies, plans, and initiatives.
- Accountability for performance is necessary; establishing goals and developing a performance scorecard can enhance a level of commitment across the campus community.
- Review the College’s instructional design to develop equitable practices and training to address instructional design theory, teaching and learning pedagogy, and best practices in education through course design and delivery.
- All divisions, departments, councils, and committees should have established equity goals that are discussed and reviewed during all meetings.
- Review the College’s equity plan bi-annually and be prepared to make adjustments.
- Celebrate equity champions on campus who are actively engaged in equity work; promote and share these promising practices.

Resources

- **Racial Equity Institute** - <https://www.racialequityinstitute.com/>
- **Center for Organizational Research and Education** - <https://coralearning.org/>
- **Center for Urban Education (CUE), USC** – <https://www.cue-tools.usc.edu/>
- **Achieving the Dream Institutional Capacity Assessment Tool and Capacity Café** - <https://www.achievingthedream.org/join-us/institutional-capacity-assessment-tool-capacity-caf>
- **Community College Research Initiatives (CCRI), U of Washington** - <https://www.washington.edu/ccri/research-to-practice/c4c/>