

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

**ASCCC Academic Academy  
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# Agenda Overview

- An Equity Movement
- Equity Principles
- Courageous Leadership
- Building a True Community
- Telling the Story: Equity Framed Data
- Creating Your Equity Framework

# De Anza's Mission & Values

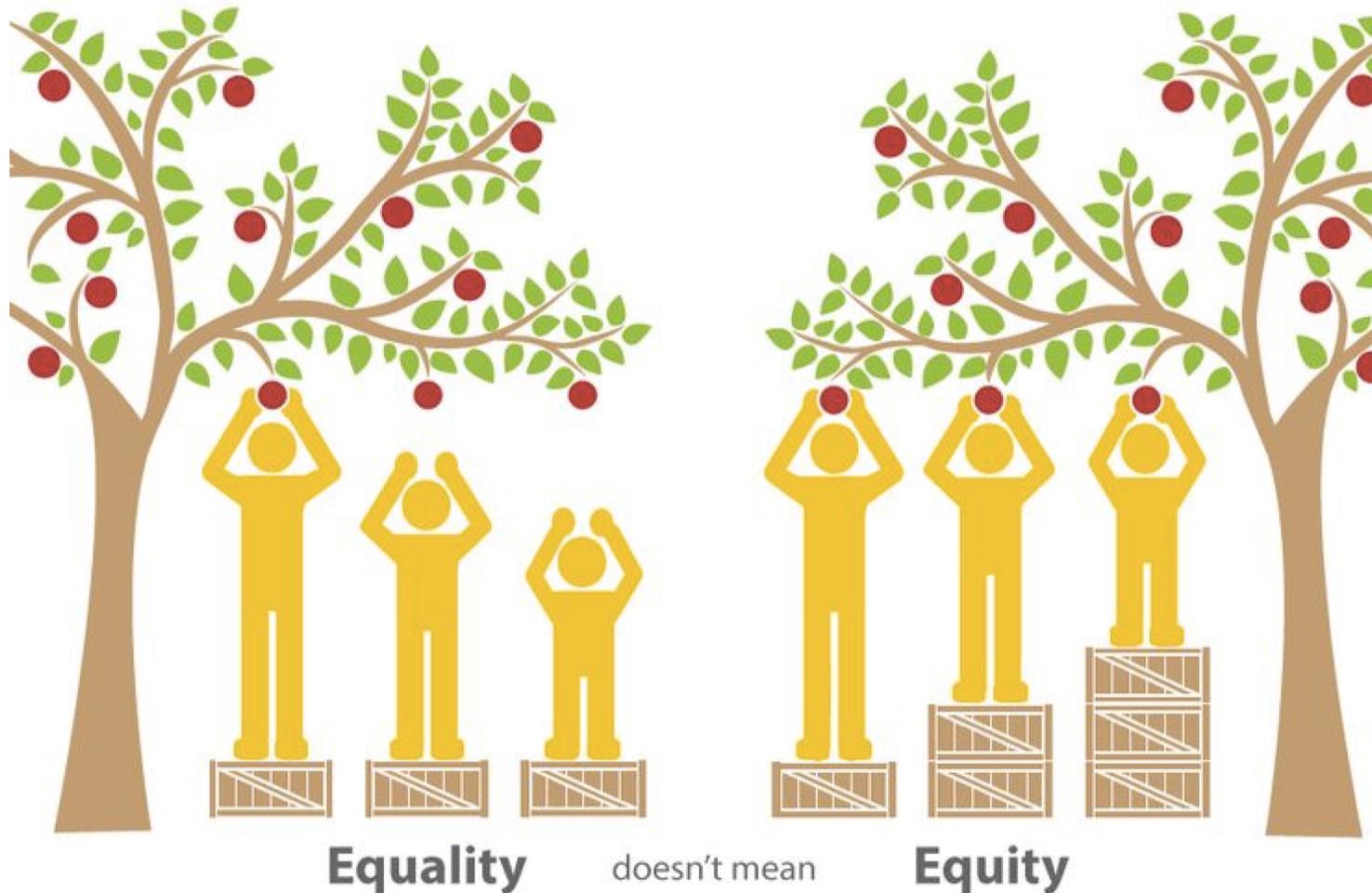
**De Anza College provides an academically rich, multicultural learning environment that challenges students of every background to develop their intellect, character and abilities; to realize their goals; and to be socially responsible leaders in their communities, the nation and the world.**

The college engages students in creative work that demonstrates the knowledge, skills and attitudes contained within the college's [Institutional Core Competencies](#):

- Communication and expression
- Information literacy
- Physical/mental wellness and personal
- Responsibility
- Civic capacity for global, cultural, social\ and environmental justice
- Critical thinking



# Interest or Commitment ?



# Building An Equity Movement

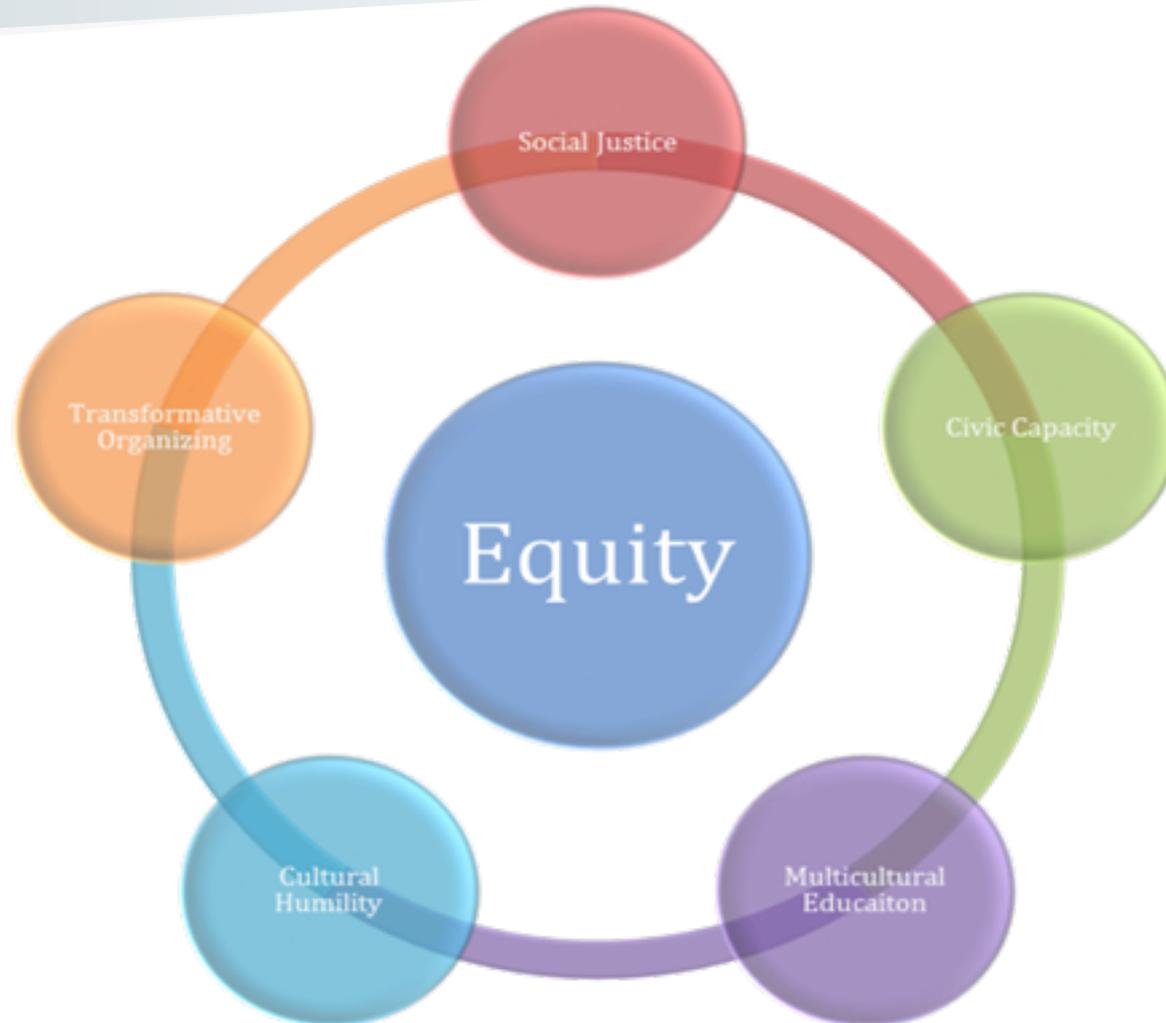
- Identify the “right” people... Who can lead by example?
- Identify the “right” message... What message will energize and call-in the majority?
- Identify a group action focused on leveling the playing field... That everyone feels they can “buy-in”

# Tips for Movement Building

- ❑ Identify those can might carry out, resist or undo change
- ❑ 2. Identify those who will help organize and sustain the campaigns
- ❑ 3. Identify who you will ensure equity mindedness throughout the process.

**Activity:** How will you start your movement? #WeREquity #equitymatters

# De Anza Equity Principles



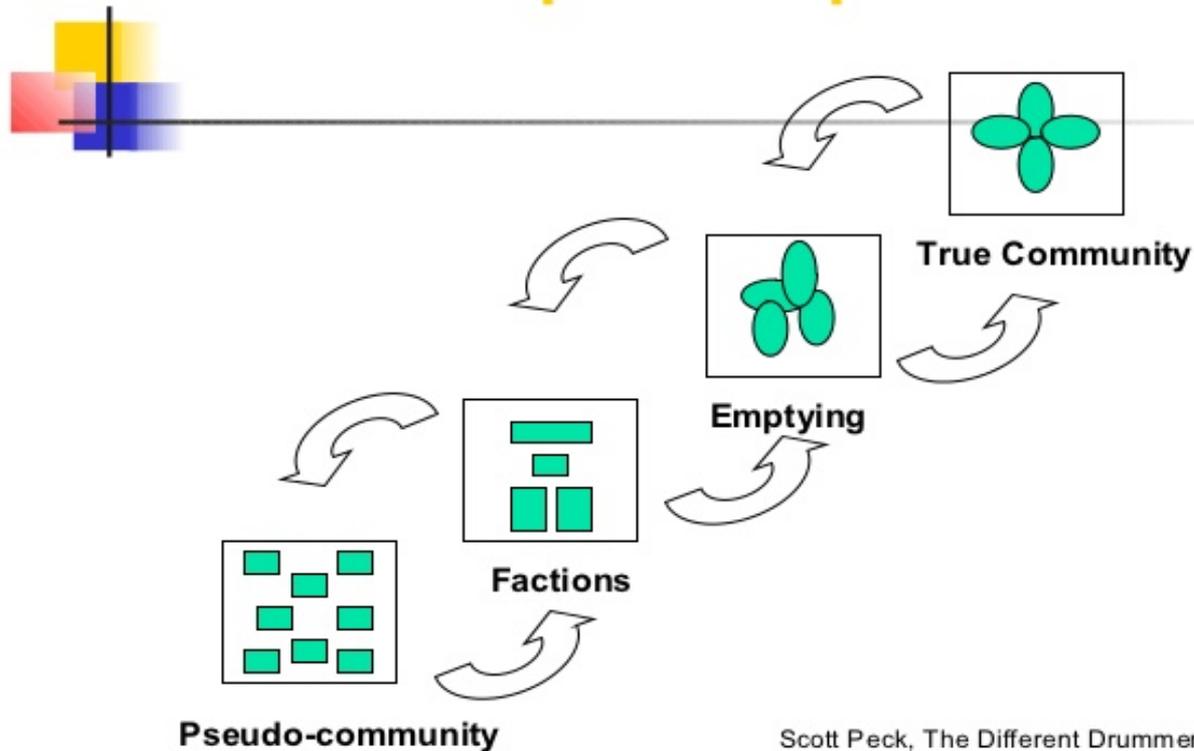
# Courageous Leadership

## Courageous Leadership Three Buckets of Courage



# Building A "True" Community

## Group Development



Scott Peck, *The Different Drummer*, 1987

# Telling the Story...

Using Equity Mindedness to  
Understand Data and Shift Our  
Approach to Meeting the Needs of  
ALL our students

# What is a Deficit-Minded Frame?

**UNIVERSITY OF WISCONSIN SYSTEM**  
**LW**

## Deficit-Minded Frame

Emphasis on qualities that students lack or knowledge they “should” have...

The diagram illustrates a deficit-minded frame. On the left, a blue silhouette of a human head is shown in profile, facing right. Inside the head, several interlocking gears of various sizes are depicted. To the right of the head, a series of small circles leads to a large, cloud-like thought bubble. Inside this thought bubble, the following text is arranged:

- How to Learn
- Discipline
- Time
- Motivation
- Commitment
- How to “Be a College Student”
- Engagement
- Direction
- How to Navigate the University System

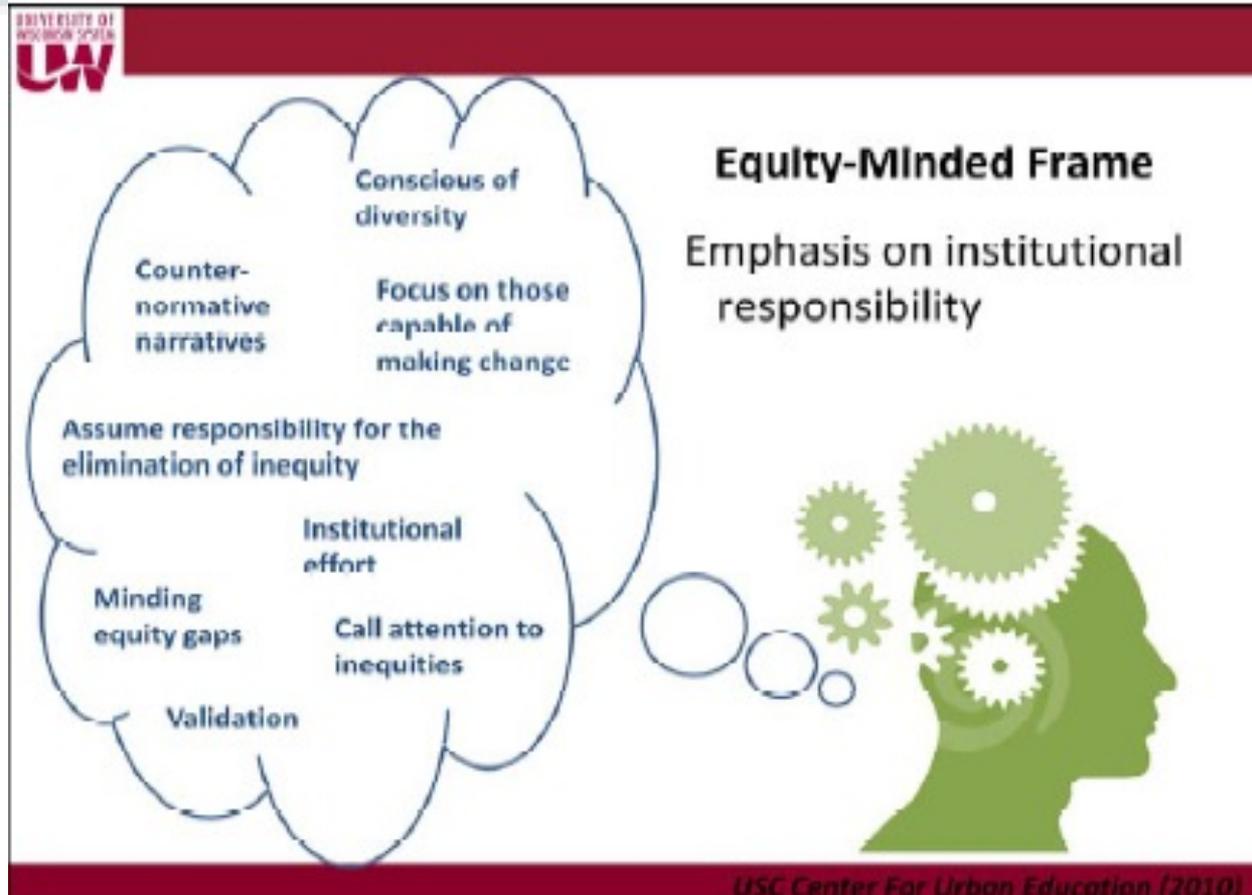
*USC Center For Urban Education (2010)*

# Making Meaning-Our Story

Table 1.0: Target Populations with Achievement Gaps of At Least-3.0, 2014

Student Equity Indicators		Table 1.0: Target Populations with Achievement Gaps of At Least-3.0, 2014									
		Age 18-24	Age 25-34	Male	African American	Filipino	Latino/a	Low Income	Disabled	Foster Youth	Veterans
A	Access Enrollment								-5.1		
B	Course Completion				-14.7		-9.3	-7.3		-14.1	
B	Two-Term Academic Probation				-8.6		-6.6	-2.9		-6.8	
C	ESL Completion		-15.1		-22.7		-22.3				
C	Basic Skills English Completion		-12.8		-6.7		-9.2	-3.0	-12.2	-26.7	
C	Basic Skills Math Completion		-8.0		-9.5		-8.9			-27.9	
D	Degree Completion		-3.0	-3.2					-6.4		
D	Certificate Completion										
E	Transfer	-4.5	-31.2		-4.7	-13.1	-20.2	-6.4	-25.7	-24.7	-14.3

# What is an Equity-Minded Frame?



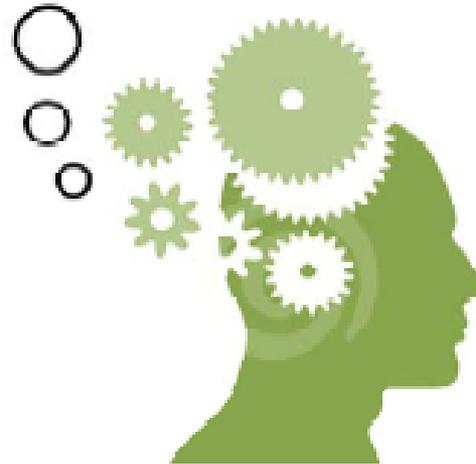
# How Do you Develop An Equity-Minded Frame?



## Equity-Minded Practitioners:

- Call attention to inequities,
- Assume responsibility for the elimination of inequities, and
- Focus on the practitioners capable of making change.

**EQUITY-MINDED**  
**Cognitive Frame**  
Practitioners and  
institutions are  
accountable



# Why A Framework?

(Linton, 2011)

Without a clear framework, few 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” (p. 52).

“The Success of equity depends on the school and/or system’s ability to create an effective framework that guides all decisions, practices, and policies according to equity” (p.49).

# The De Anza Equity Framework



# Working Your Framework

In developing any approach to equity, the institution should prioritize the critical knowledge areas into three levels of desired understanding:

1. Institutional knowledge worth being familiar with
2. Important knowledge and skills to move the work forward
3. Enduring understanding of praxis to sustain success



**Thank You!**