

STRIVING FOR EQUITY

Equity Work at Los Medanos College

Equity Scorecard Process

2008: SGC charges Institutional Development of Equity & Access (IDEA) Committee with task of researching and implementing equity initiatives at LMC.

2009: IDEA Inquiry Team contracts with the Center for Urban Education (Rossier School of Education, USC).

Process is

- Data-driven and collaborative
- Focused on seeing, inquiring about, and creating plans for maximum impact
- Focused on increasing successful outcomes for students of color as well as developing institutional agents

Equity Projects at LMC

2010-2011: Team focuses on Basic skills in English and the matriculation process

Inquiries: English 90 syllabus review; Survey of Center for Academic Support; surveys of assessment and application processes as well as college website

Actions:

- Dean of Liberal Arts and Sciences **revises syllabi template** sent to all faculty members
- Engl/ESL department creating “**Spark Notes**” for **syllabus** creation incorporating IDEA team suggestions about **grading and participation standards** as well as tone of document.
- New Title V Grant reflects study results in development of **Transfer Academy** for new students, more robust **orientation for new HS students, and professional development** for instructors.

2011-2012: Team will focus primarily on increasing transfer and on embedding equity work within departmental processes and decision making

Campus Climate

Concern about effects of layoffs and cuts on people of color -- staff, faculty, and students

IDEA distributed letter stating concerns to SGC, DGC, Academic Senate, Classified Senate, Student Senate, Local 1, and United Faculty

Interest in collaborating with district and campus leaders on how to recruit and retain diverse personnel at all levels to create a strong campus climate for our students.

Concern about loss of campus research department and possible impact on data-driven equity work at LMC and throughout district

Leadership and Partnership

Greater leadership involvement at initial stages = greater collaboration in implementing recommendations

How can LMC's IDEA Inquiry Team partner with the Governing Board in this mutual goal of achieving equitable outcomes for students of color?

Possibilities:

- Are Board members interested in attending Fall 2011 IDEA Inquiry Team meetings?
- Fall 2011 Center for Urban Education presentation to help create:
 - data-driven equity goals for the district
 - cohort studies of students the Board is particularly interested in studying

Collaboration would facilitate integration of equity work with other campus and district priorities.