A College with an Equity Mindset, Advancing Equity, and Inclusive Practice

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MISSING IN ACTION

Our friend Javon Brame

Our friend Elena Sandoval-Lucero
GOALS

• Participants will leave with:
  • Specific steps our college used to infuse the college with inclusive excellence
  • Plans for how to move their campus forward with advancing the equity and inclusion conversation and practice
  • A network of peers doing similar work on their campuses
• Overview
• A Sustainable structure emerges
• Where we are now
• Lessons we learned
• How can your campus begin/continue the Equity conversation?
• Inclusive Excellence (IE) college-wide initiative process

• Getting buy-in from leadership

• Book Chapter:

LAYING THE FOUNDATION

• Developing an Equity Diversity and Inclusion Council
  • Building a sustainable and functional council structure
  • Defining Equity, Diversity, Inclusion
  • Educating the Council and the Campus
    • Social Identity
    • Microaggressions
    • Implicit Bias
      • Capitalizing on outside credibility
  • Centering students at the core of the work.
WHAT CAN YOU DO ABOUT IT?

Students are the reason we are here. As an institution of higher education we are here to educate students so everything that we do should have students at the core.

- Student Centered Thinking
- Student Impact
- Student Voice
According to the Association of American Colleges & Universities **Inclusive Excellence** is:

“...an active process through which colleges and universities achieve excellence in learning, teaching, student development, institutional functioning, and engagement in local and global communities” (AACU, 2016)
Inclusive Excellence at CCA: Members of our college community will be active, respectful, and mindful of equity, diversity, and inclusion at all levels of engagement.

www.ccaurora.edu/inclusive-excellence
A SUSTAINABLE STRUCTURE

• Equity in Instruction Leadership Academy
• Professional development initiatives
• Assessment (Climate Survey)
• IE Campaign
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<tr>
<th><strong>Faculty Inclusive Pedagogy</strong></th>
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<tr>
<td>• Required for full-time faculty</td>
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<tr>
<td>• Four 4-hour sessions offered each academic year</td>
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<td>• Cover topics around social identity awareness, pedagogy of the oppressed, creating inclusive classrooms</td>
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<th><strong>Inclusive Excellence Champion Training</strong></th>
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<td>• Required for all full-time staff</td>
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<td>• 6 Sessions offered each semester</td>
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<td>• Informed by Multicultural Competency Model</td>
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<tr>
<th><strong>Equity in Instruction Leadership Academy</strong></th>
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<tr>
<td>• Required for full-time faculty</td>
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<tr>
<td>• Cohort based model continuance of Equity in Excellence Work</td>
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<td>• Offered every semester</td>
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• Extension of *Equity in Excellence work with the* Center for Urban Education at the University of Southern California

• Lead by two full-time faculty members and Special Assistant to the President for Inclusive Excellence

• 5-6 full-time faculty participants each semester

• Faculty are equipped with awareness, knowledge, and skills in regards to equity data, social identity, and inquiry tools to examine current practices and culture

• 37 of 58 faculty have completed since 2016

• 34 adjunct instructors have participated as of spring 2019
WHERE ARE WE NOW?

• Assessment of the IE Strategic Plan
• Human Resources
  • Bias training for hiring committees
  • IE statements on job descriptions
  • Performance plans
  • Employee awards
• Student Leadership and Learning
  • Responsive programming
  • IE Student Council
  • IE Training for Students
LESSONS WE LEARNED…
WHAT’S NEXT?

- Student climate survey results
- Examine retention methods for employees of color
- Measuring impact through assessment
- Development of a social justice transfer course
- IE incorporated into New Student Orientation
HOW CAN YOUR CAMPUS BEGIN/CONTINUE THE EQUITY CONVERSATION?

• Get buy-in from leadership
• Developing an Equity, Diversity and Inclusion Council
• IE professional development Initiatives
• Create and implement a campus climate survey
• Begin an education campaign around equity
• Bias training for hiring committees
• IE statements on job descriptions
• IE performance goal on performance plans

• *What is your biggest takeaway?*
THANK YOU!

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