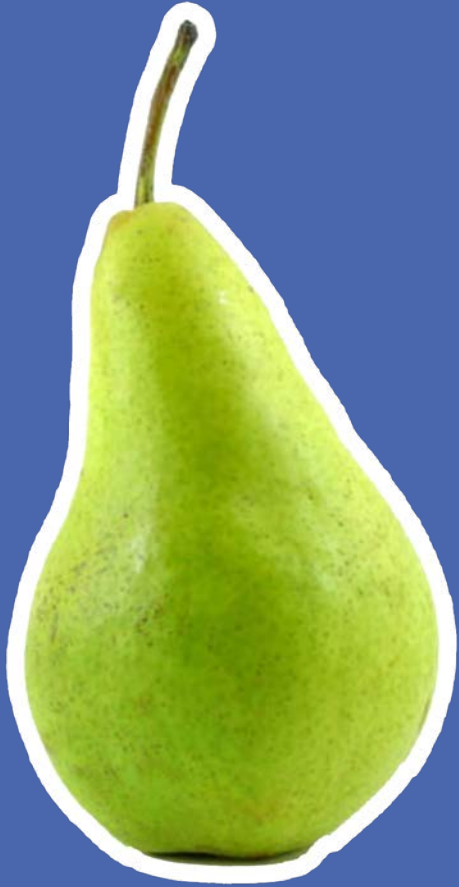


# Embedding Equity

A Critical Conversation to Understanding Guided Pathways



Pair Share

- How comfortable are you with the term “equity” and how would you define it?
- Why would understanding equity be an important part of helping students reach their educational goals?

# Definitions!

Please select the option that you feel is true and the most important part of the definition of the following terms.

## Definitions!

Select the option that best defines the term.

## EQUITY

- A. Treating everybody the same way
- B. Treating people as human beings and ignoring their social identities (race, class, gender, etc.)
- C. Addressing people individually, acknowledge their struggles, and get them the resources they need.
- D. Ask people for their opinions before making decisions.

# Definitions!

Select the option that best defines the term.

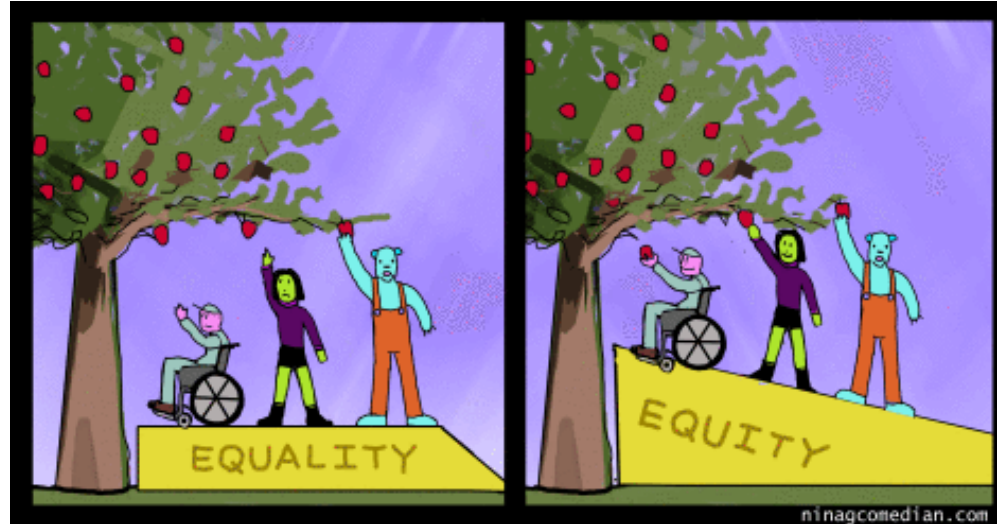
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# EQUITY

## Definitions!

Difference between  
Equality and Equity



# Definitions!

Why is Equity important?

## EQUITY

- A black child is 4 times more likely to be born into poverty than a white child, a Latinx child is 3 times more likely.
- Black male students are twice as likely to be suspended from school than their white counterparts, black women are three times as likely.
- Gay, lesbian, and bisexual students were twice as likely to be bullied at school and three times as likely to have experienced sexual assault than straight students.
- Students with learning disabilities were three times as likely to drop out of school than their counterparts.

# Definitions!

Why is Equity  
important?

## EQUITY

- 13% of community college students are homeless.
- More than half of all first-generation students (56%) were food insecure compared to 45% of students who had at least one parent who attended college.
- Students with mental health disabilities who do not receive assistance are not as successful as their peers, with lower GPAs and higher dropout rates.
- Having a black teacher in 3rd, 4th, **OR** 5th grade reduced the likelihood of a black male student from dropping out of high school by 40 percent.  
(82% of public school teachers are white, 7% are black.)



# Definitions!

What does it mean to be equity-minded?

## EQUITY Minded Practices

- Willingness to look at student outcomes and disparities at all educational levels disaggregated by race and ethnicity as well as socioeconomic status.

**COM Strategic Plan; Equity Plan**

- Recognition that individual students are not responsible for the unequal outcomes of groups that have historically experienced discrimination and marginalization in the United States.

**Learning Community Development**

- Respect for the aspirations and struggles of students who are not well served by the current educational system.

**EOPS, COMPASS**

# Definitions!

What does it mean to be equity-minded?

## EQUITY Minded Practices

- Belief in the fairness of allocating additional college and community resources to students who have greater needs due to the systemic shortcomings of our educational system in providing for them.

**Guided Pathways**

- Recognition that the elimination of entrenched biases, stereotypes, and discrimination in institutions of higher education requires intentional critical deconstruction of structures, policies, practices, norms, and values assumed to be race neutral.

**COM Ally Training**

## Definitions!

Select the option that best defines the term.

## PRIVILEGE

- A. Often invisible to those who have it.
- B. Has to be given and can be taken away.
- C. The same as having an easy life.
- D. Isn't real.

# Definitions!

Select the option that best defines the term.

## PRIVILEGE

- A. Often invisible to those who have it.
- ~~B. Has to be given and can be taken away.~~
- ~~C. The same as having an easy life.~~
- ~~D. Isn't real.~~

# PRIVILEGE





# PRIVILEGE



## Definitions!

Here's an example.

### PRIVILEGE

I can travel alone or with my spouse without expecting embarrassment or hostility in those who deal with us.

I can be pretty sure of finding people who would be willing to talk with me and advise me about my next steps professionally

If I should need to move, I can be pretty sure of renting or purchasing housing in an area which I can afford and in which I would want to live.

## Definitions!

Select the option that best defines the term.

# OPPRESSION

- A. An artifact of the past that by and large does not affect people today.
- B. Policies and practices that prevent people from succeeding due to social identities.
- C. A characterization of a state of mind that can be overcome by positive thinking and a can-do attitude.
- D. Something you can't be affected by if you have privilege.



## Definitions!

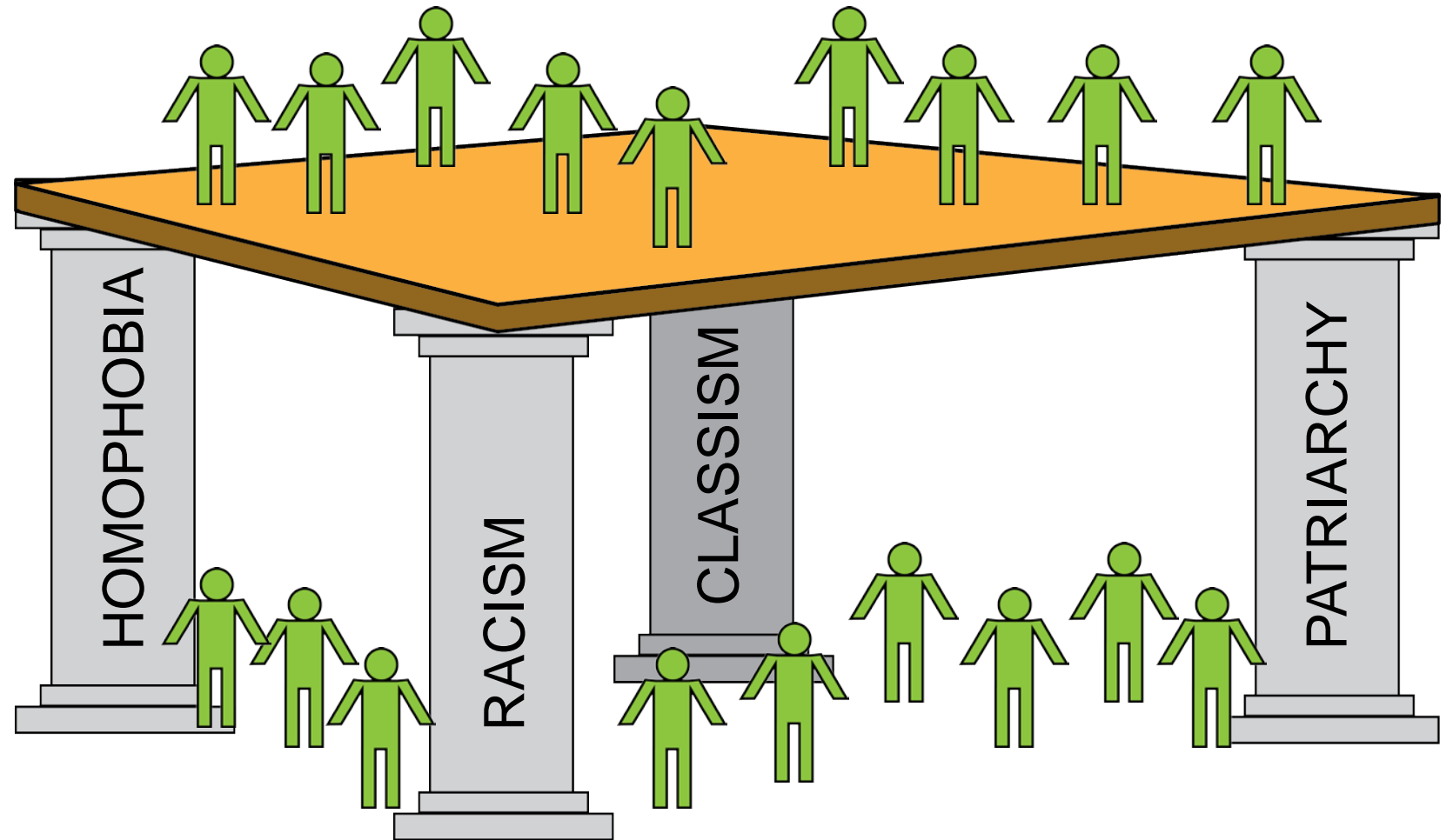
Select the option that best defines the term.

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# OPPRESSION

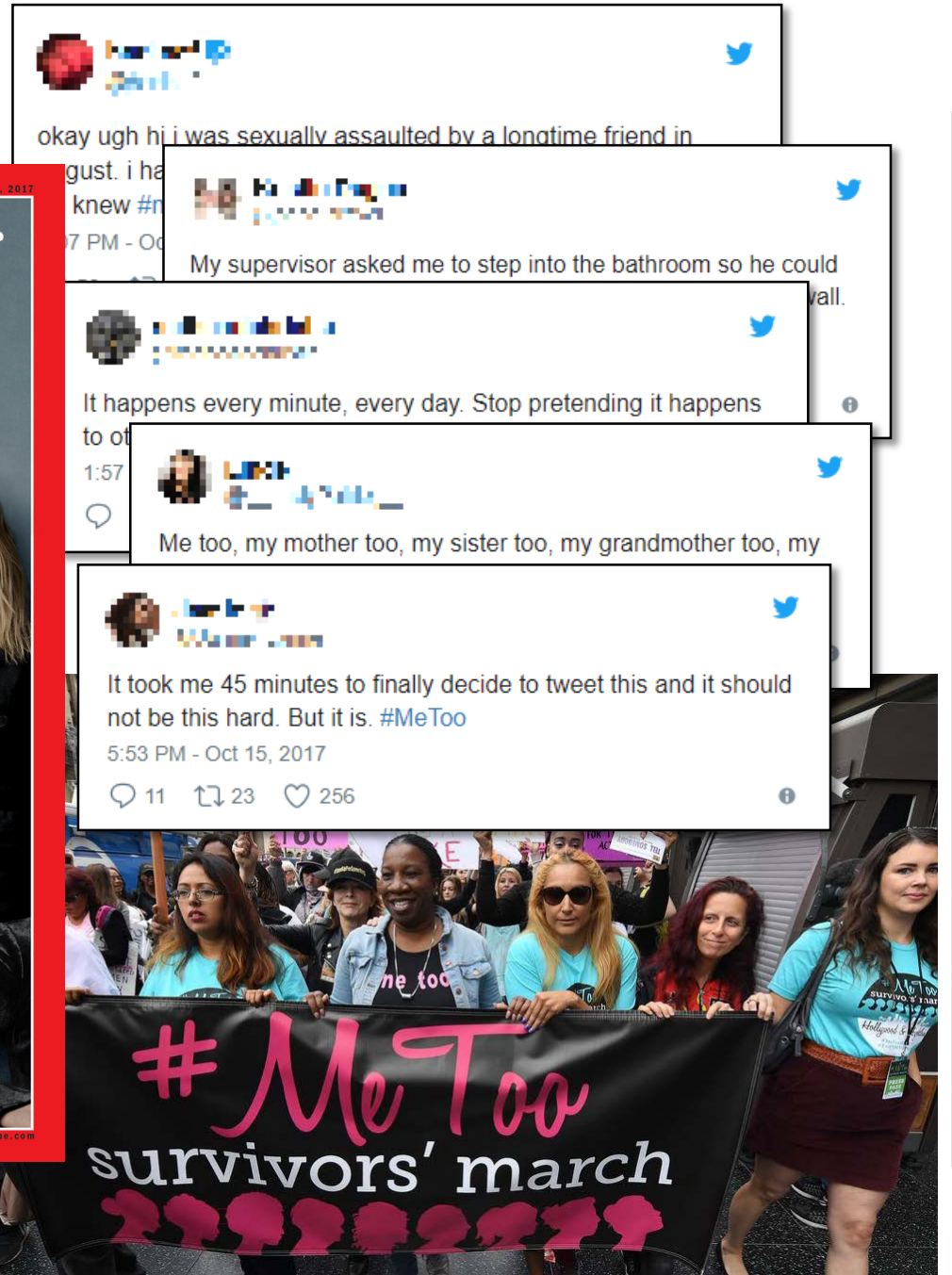
**Definitions!**  
Here's an example.



# Definitions!

Here's an example.

## OPPRESSION



# Definitions!

Select the option that best defines the term.

## ALLY

- A. A friend who's there to listen to your problems.
- B. Anybody who doesn't identify as an oppressed identity.
- C. A title bestowed on people who declare their support for oppressed people.
- D. A person who actively engages in visibly supporting communities targeted by oppression.

# Definitions!

Select the option that best defines the term.

## ALLY

- ~~• A. A friend who's there to listen to your problems.~~
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# Definitions!

Here's an example.

## ALLY



LGBTQ+



UNDOCU



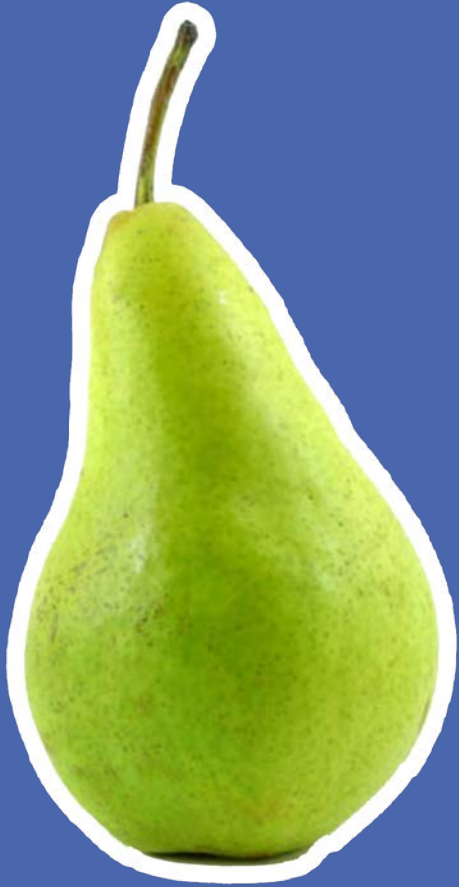
VETERANS

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**ALLY** PROGRAMS  
COLLEGE OF MARIN

**BLACK MINDS**  
MATTER





Pair Share

- How will you take your understanding of Equity and apply it to the success of students here at the College of Marin?

# Breakout Sessions

## Breakout Session 1

For those of you who would like to discuss more about how we can apply an equity lens to our students.

**Fusselman Hall 120**

## Breakout Session 2

For those of you who would like to dive deeper into equity concepts and do more personal reflection and critical discussion.

**Fusselman Hall 110**