

EFFORTS TOWARD EQUITY:  
A CLASSIFIED PERSPECTIVE



Chaffey College



# AGENDA

- Activity
- Why Equity?
- President's Equity Council (PEC)
- VISIONS: Equity Training
- CSNAC: Professional Development
- District Hiring Practices



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## ACTIVITY

- Statements will be read and it is up to you to determine if it is true or false for you.
- Discuss the following:
  - What statements do you match with those around you?
  - Were you surprised by areas where you differ?
  - Have you ever thought about any of these before today?

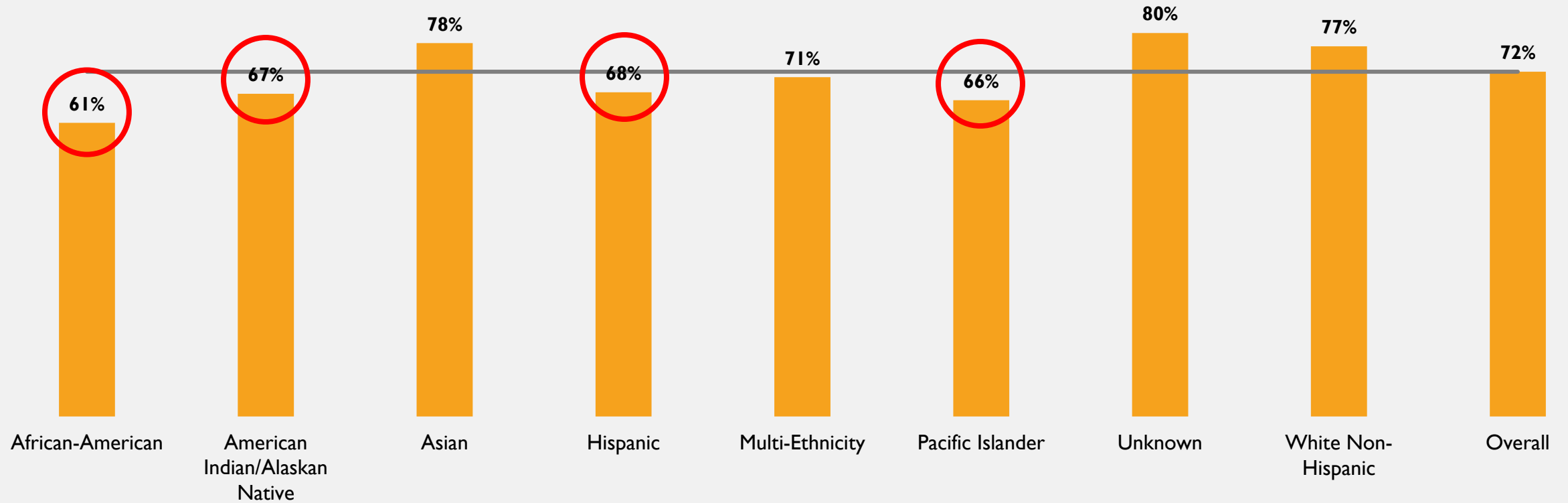


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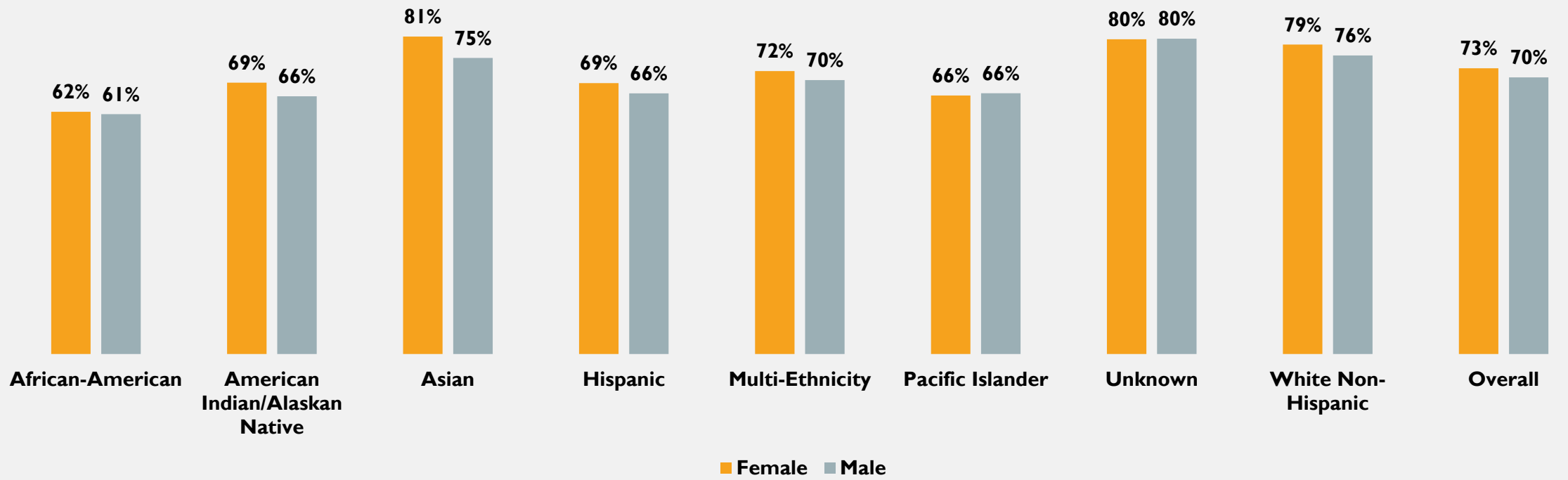


# WHY EQUITY?



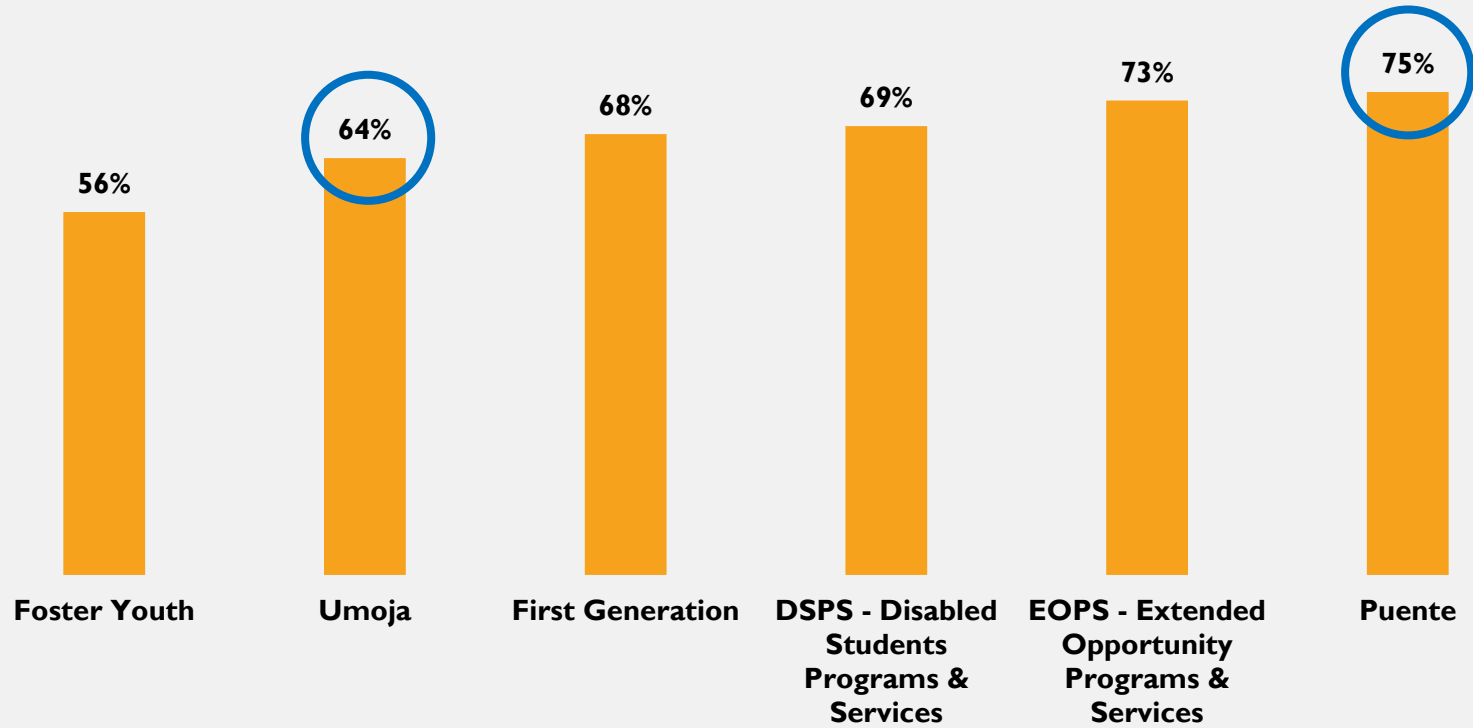


# WHY EQUITY?





# WHY EQUITY?







# WHY EQUITY?

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.



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## **PRESIDENT'S EQUITY COUNCIL (PEC)**

- Student Equity Plan
- Role of President's Equity Council
- Programs/Initiatives
- Events/Sponsored Activities



## PEC EVENT FEEDBACK

- Black/Brown Unity:
  - “This kind of event is so important, especially in a time where the nation is so divided”
- Time Wise Lecture:
  - “I would love to see more lectures on subjects that are current and important.”
- Lavender Effect:
  - “This event was wonderful to have on campus for the LGBT students here at Chaffey! I learned so much about my culture that I never knew happened here in Southern California. I am thankful to have a safe space to learn about my culture and thank your for your time.”



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## VISIONS: UNPACKING EQUITY

- Diversity/Multiculturalism
- “Try on”
- Okay to disagree
- “both/and” thinking
- Self Focus
- Target & Non-Target Groups
- Multiple Identities
- Commitment to Change/Contract Toward Equity



## VISIONS/BLOOM





## NAME STORY

- What is the origin of your name?
- How does your name contribute to how you identify racially, ethnically, and culturally in different contexts?
- How does your name help and/or hinder you in your work?





# “UNFORGETTABLE” BUTTON POETRY

[Button Poetry "Unforgettable"](#)



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## **CLASSIFIED SUCCESS NETWORK ADVISORY COMMITTEE (CSNAC)**

- Provide professional development geared toward classified staff
  - Lead by fellow staff, faculty, outside consultants
- Strands: Equity
- Examples of workshops:
  - Unpacking Equity Modules 1-3
  - Working with LGBTQ students
  - Working with DPS students
- Working with PEC's monthly topics



# CSNAC EQUITY WORKSHOP

- LGBTQ workshop
  - Brief history
  - Key terms
  - Facts/figures
  - Strategies

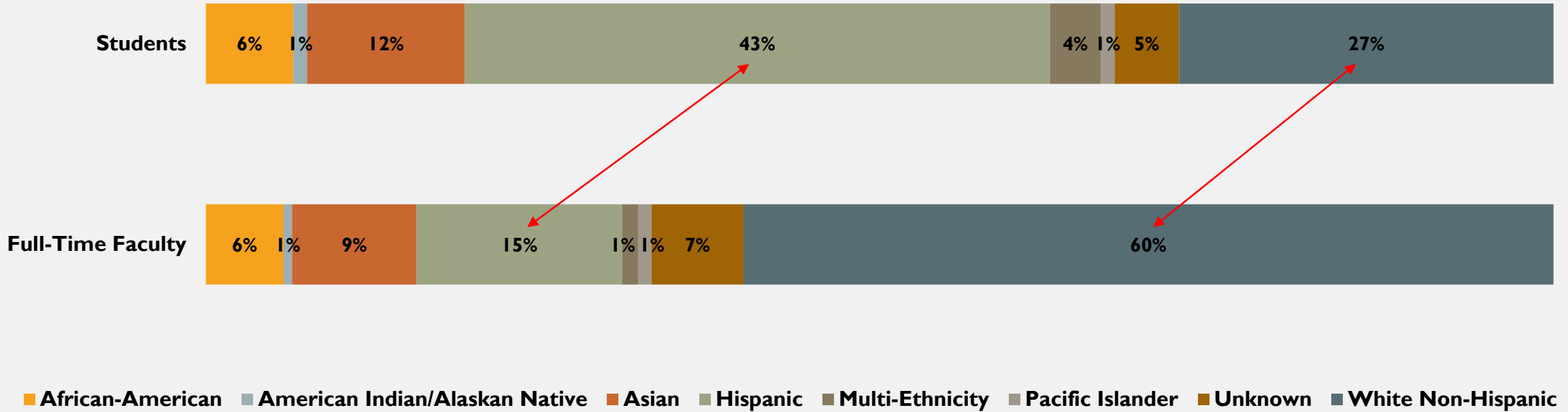


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# DISTRICT HIRING PRACTICES





## DISTRICT HIRING PRACTICES

- Historically, Chaffey's faculty did not match our student body
- VISIONS training is key in HR policies
  - New diversity/equity statement
  - New criteria for evaluating statement
  - New diversity/equity related interview questions
- PEC subcommittee formed: EEO
  - Including 2<sup>nd</sup> level questions
- VISIONS training requirement



QUESTIONS?



THANK YOU!

- [Student Equity Plan](#)
- [President's Equity Council](#)
- [CSNAC](#)
- Data source: CCCO Datamart
- Implicit Association Test; [bit.ly/ImpBias](https://bit.ly/ImpBias)
- **Robert Gomez:** Institutional Research
- **Stephanie Moya:** Student Services
- **Ashira Murphy:** Administrative Affairs
- **Julie Sanchez:** President's Office

# EFFORTS TOWARD EQUITY: SUPPORTING EQUITY MINDEDNESS AT YOUR COLLEGE

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## IMPLICIT ASSOCIATION TEST: IAT

<http://bit.ly/ImpBias>

This test will show **what** your biases are, **not if** you have them. We all have them, even the presenters of this workshop. Recognizing these biases empowers us to counteract them.

## IMPLICIT BIAS IN THE HIRING PROCESS

These videos give a brief but thorough overview of implicit bias and how it can influence the hiring processes at colleges. This is a great resource for all hiring committees.

<http://bit.ly/2sZ9NtV>

<http://bit.ly/2spEMCj>

## GET OUT OF THE DEFICIT MINDSET & EMBRACE OUR DIFFERENCES

- Diversity vs Multiculturalism
  - Diversity refers to numbers “We’re diverse; X% of our staff is a minority population! Our work is done!”
  - Multiculturalism refers to people: “We’re diverse and as a campus, we **continually** learn from and appreciate each other’s cultures, experiences and opinions.”
  - People have multiple identities; we’re not just one “thing”
- Changing perspectives from difficult people/students to difficult situations
  - There are certain staff who only or mostly see students on their worst days.
    - Financial aid issues, issues with professors/deans, discipline etc.
- Don’t treat everyone equally; treat them equitably.
  - It’s ok to make certain assumptions based on appearances, just don’t let them turn into stereotypes
  - “~~I don’t see color.~~” Not only should we see color, we should celebrate and learn from it
  - The way I approach a disabled student **has** to be different than the way I treat an able-bodied student

MY COMMITMENT TO CHANGE

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AS YOU REFLECT ON WHAT YOU HAVE LEARNED FROM THIS WORKSHOP TODAY, WHAT HAS MOST IMPACTED YOU?

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HOW WILL YOU UTILIZE THESE CONCEPTS:

PERSONALLY

DEPARTMENTALLY

COLLEGE-WIDE

# PRIVILEGE WALK ACTIVITY

Statement	True	False
1. English is my first language	Forward	Back
2. At least one of my parents graduated from college	Forward	Back
3. I was raised in a single-parent household	Back	Forward
4. I worry about stairs when going to a new location I am unfamiliar with	Back	Forward
5. My family encouraged me to go to college	Forward	Back
6. Classes about my people/culture's history, like Chicano/African American, were offered only as electives, if at all	Back	Forward
7. I have been bullied or made fun of because of something I could not change (gender, race, ethnicity, age, sexual orientation)	Back	Forward
8. I can hold my partner/spouse's hand in any public space without fear of ridicule or violence	Forward	Back
9. I can take paid sick time off work	Forward	Back
10. I have been asked to change my appearance, mannerisms, behavior or voice	Back	Forward
11. I have never been complimented on how good my English is or how well I speak	Forward	Back
12. I constantly feel unsafe walking alone at night	Back	Forward
13. "Flesh-tone" bandages match my skin tone	Forward	Back
14. I have been offered employment because of friends or family	Forward	Back
15. I have never been asked where I am "really" from	Forward	Back

If space is not available, participants should:

- **Stand when asked to step forward**
- **Sit when asked to step back**