

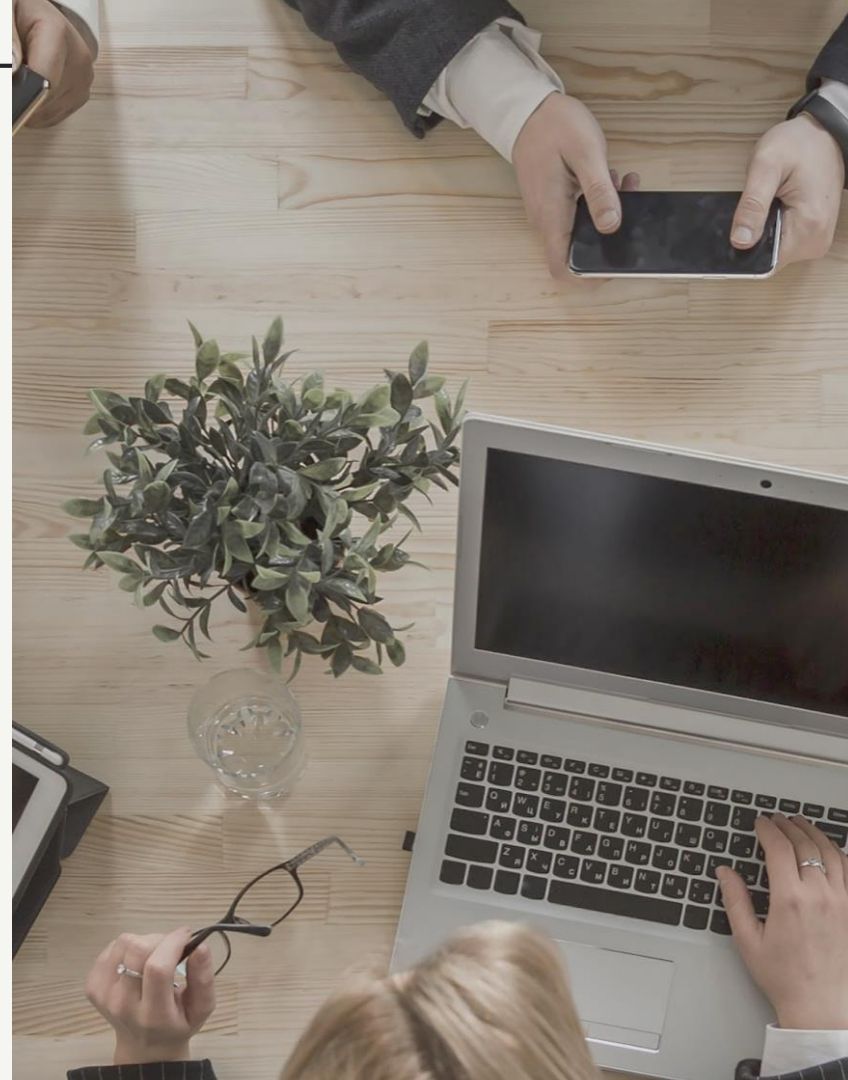


Equity Definition

San Diego Miramar College

Process

- 01 Why
Why Equity?
- 02 Equity Definition
Process
Workgroup to outline process
- 03 Equity Definition
Work Group
Workgroup to develop
definition



Why Equity?

- Foster a shared understanding of equity
- Connect our work to local, state initiatives
- Assist in operationalizing our individual and collective work to support students
- College will enact intentional and comprehensive strategies to dismantle systemic inequities

Equity Definition Process



Core Values

Inclusiveness
Transparency
Commitment to justice



Components

Research equity definitions
Review of literature
Campus engagement



Membership

Constituency representation
Academic/Student Services
Students



Timeline

Engage campus throughout
spring 2021 & adopt
definition to set foundation
for fall 2021

Work Group Membership

Faculty

Ali Gonzalez
Lena Heckbert
Judy Patacsil

Classified Professionals

Anna Liza Manzo
Clarissa Padilla
John Park

Students

Edward Borek
Marwa Danish
Hamati Patel

Administrators

Nessa Julian
Jesse Lopez

Timeline

Dates	Equity Workgroup	Governance
4/19 - 4/25	(4/22) 1st meeting	Developed Padlets for each constituency group
4/26 - 5/2	(4/28) Reviewed definitions, literature, padlet responses	4/30 Update at Associated Student Government;
5/3 - 5/9	(5/5) Continued review of definitions, literature, padlet to develop draft definition	(5/3) Update at President's Cabinet; (5/4) Update at Academic Senate; Update at Classified Senate; (5/5) Discussion at Dean's Council; (5/7) Classified Forum
5/10 - 5/16	(5/10 & 5/12) Continued to draft additional edits to definition & discussed feedback from CEC	(5/10) President's Cabinet reviewed draft definition; (5/10) Faculty Forum on definition; (5/11) CEC reviewed 1st draft; (5/14) Associated Student Government meeting action on definition
5/17 - 5/23	(5/19) Discussed feedback from constituencies and developed 2nd draft definition	(5/17) President's Cabinet action of definition; (5/18) Classified Senate action on definition; Academic Senate action on definition
5/24 - 5/30		(5/25) Equity Definition Action Agenda Item

Equity Definition

Equity is the framework and practice in which historically marginalized and minoritized populations (based on race, economic class, gender identity, sexual orientation, ability, and/or disproportionately impacted) are provided the resources, opportunities, and education to achieve success – from access through completion. Equity addresses systemic inequalities through the implementation of evidence-based policies, programs, procedures, and legislation which inform strategic and intentional resource allocation, support structures, and opportunities in order to ameliorate the impacts from past and current inequalities.