

Challenges in Facilitating & Developing Diversity, Equity, Inclusion, & Anti-Racist Programming

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Mutual Agreements

- ✘ Shift our thinking from the *individual* to the *system*
- ✘ Listen with open hearts and minds
- ✘ Find ways to integrate ideas into professional practice
- ✘ Assume best intentions





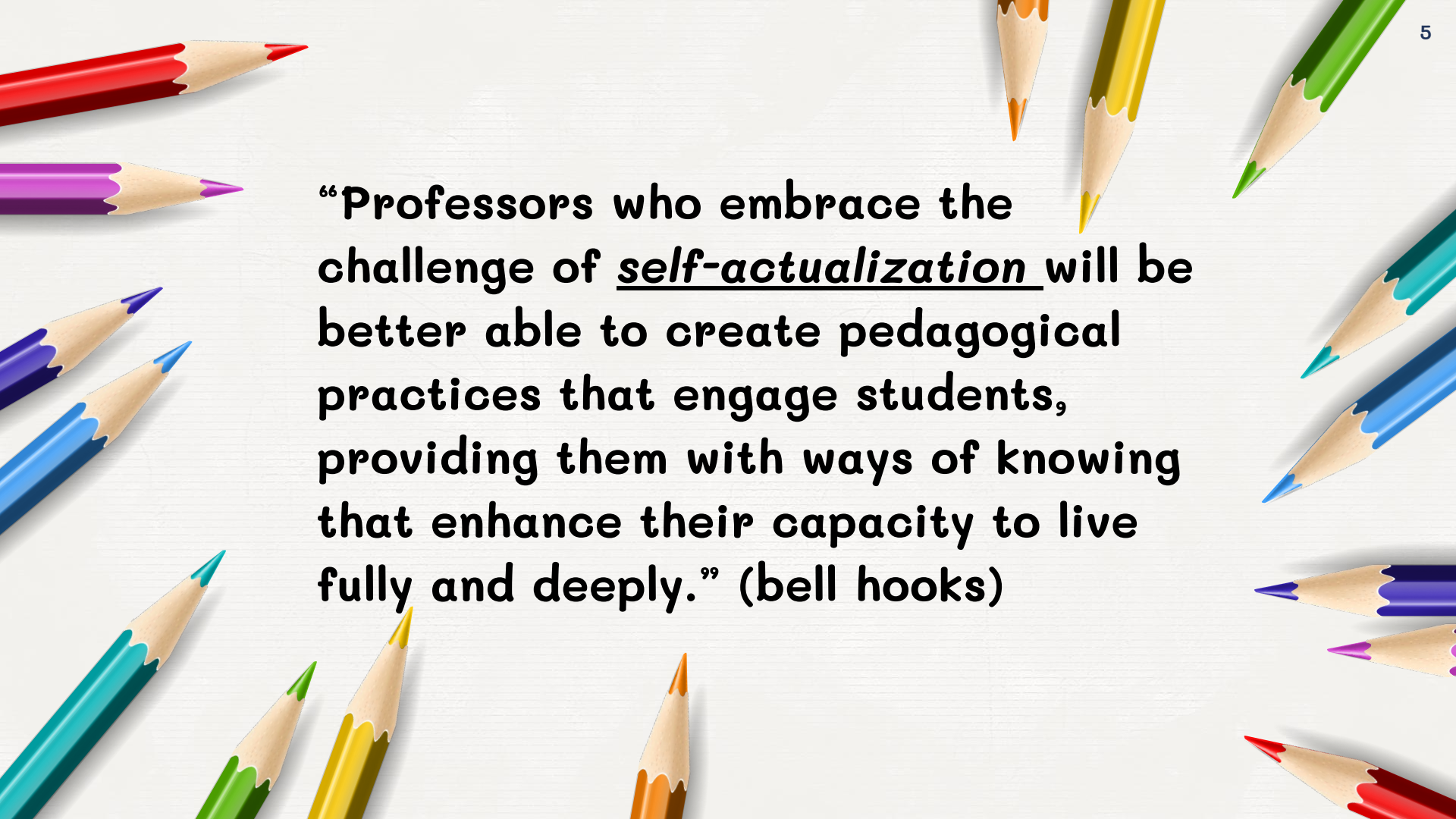
bit.ly/4CSDEIA

We created a collaborative document to share resources!

TakeAways :

- What are some challenges with DEIA programming?
- Why equity?
- What are a few ways to support equity focused PL/PD at your campus?
- Q&A





“Professors who embrace the challenge of self-actualization will be better able to create pedagogical practices that engage students, providing them with ways of knowing that enhance their capacity to live fully and deeply.” (bell hooks)

1. Challenges?

Naming the challenges & sharing solutions.



2. Terminology..

What does equity mean to you?



Defining Equity as Shared by Harris & Wood (2020):

“**Equity** refers to a heightened focus on groups who experience disproportionate impact in order to remediate disparities in their experiences and outcomes.”

- Students of Color
- Former Foster Youth
- Food and Housing Insecurities
- Students with Disabilities
- Formerly Incarcerated
- Pell Grant Recipients

DR. FRANK HARRIS III & DR. J. LUKE WOOD



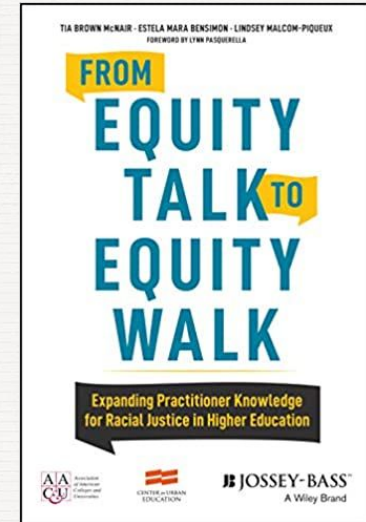
SUPPORTING MEN OF COLOR
IN THE COMMUNITY COLLEGE
A GUIDEBOOK

J. Luke Wood, Ph.D. and Frank Harris III, Ed.D.



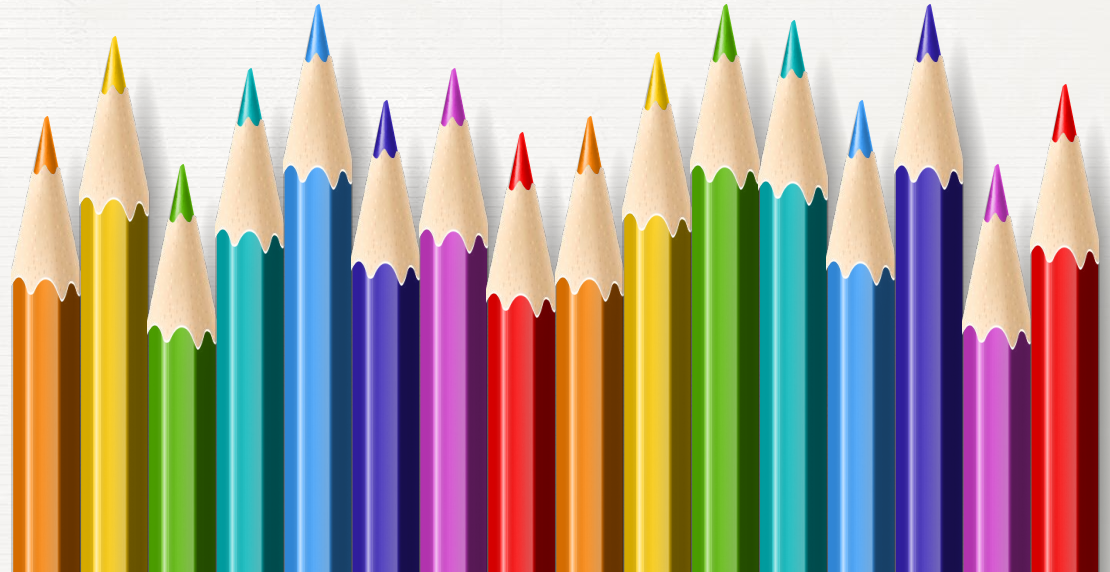
Equity-mindedness According to Bensimon (2007):

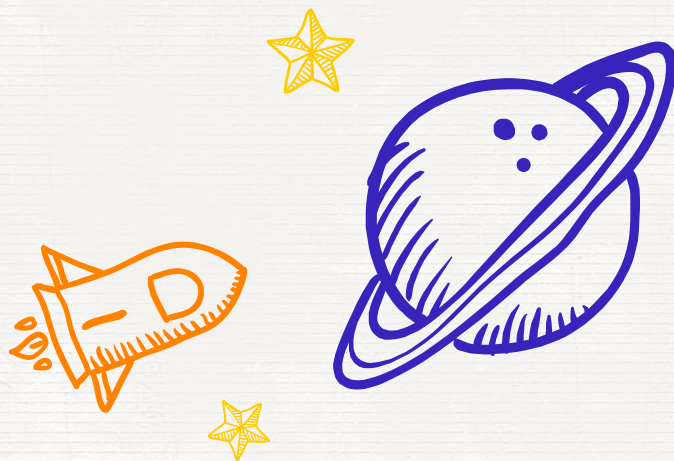
- ✘ recognizing the ways in which systemic inequities disadvantage minoritized people in a range of social institutions or contexts (education, employment, healthcare, the criminal justice system, etc.)
- ✘ (re)framing outcome disparities as an indication of institutional underperformance rather than students' underperformance;
- ✘ not attributing outcome disparities exclusively to students or perceived deficits in students' identities, life circumstances, or capabilities;
- ✘ critically reflecting upon one's role and responsibilities (as a faculty member, student affairs staff, administrator, counselor, institutional researchers etc.).



3. Authentic Training Strategies

Tips & Tricks





Program Development

Mapping Your Goals



Assessing & Aligning Institutional Goals With DEIA Programming

Your Vision:

What is your vision for your classroom, program, or institution?

Institutional Goals, Mission, or Program Outcomes:

Identify 1-2 institutional goals that are connected to Equity.

Assess & Align:

Is this **goal aligned** to the Program Assessment Plan or the Institutional Master Plan?





Thanks!

Any questions?

Please check the bit.ly/4CSDEIA