

# Education Department Equity Discussion Notes

The BC Education department is strongly committed to providing support and services to promote equity for all races, ethnicities, and all other underrepresented groups.

## Purpose

- We would like clarification on the purpose of the document.
- How will this document be used?
- Is our current commitment to serve the needs of all students as stated in our BC mission and supporting documents insufficient thereby requiring this new document?

## Audience

- Who is the audience?
- How will this document be shared with the intended audience?

**Once the Purpose and Audience have been clarified, the following items can be discussed and addressed.**

## Process

- Lack of campus-wide input and collaboration with faculty who raise concerns.
- Lack of discussion on current Student Equity Plan and any necessary adjustments/changes.
- A College Equity Plan is needed with a clear and transparent process.
- If this is an institutional document and therefore an institutional position, campus-wide voices should be included.
- As described within the Chancellor's plan, ALL groups of students as legally defined should be included.

## Data

- Lack of data and/or presentation of data.
- Is there data on what we are currently doing and identify areas/processes that are not working?
- Lack of definitions as related to collecting, tracking, and reporting data.
- Concern that a document is being created to solve a problem(s) that has/have not been clearly identified.
- Can data be provided to identify past and current possible barriers and inequities?
- Has quantitative and qualitative research been done recently in our community?

## **Terminology**

- Many of the words and phrases require defining and clarification - *equity* for example.
- Will equity be defined as providing resources for equal opportunity or ensuring there are equal outcomes?
- Language used for race and ethnicity is incorrect, incomplete, and/or inconsistent.
- Some of the language may create a greater divide and disparity.
- Is it written in clear language for the intended audience?

## **Implementation**

- How will this document be integrated into current campus processes?
- How will oversight and accountability occur?
- Some of the language regarding faculty and hiring practices may need to be revisited for legality once the certified voting results on Prop 16 are available.