

Equity Statement and Criteria

Equity Definition

Educational equity means that each person receives what they need to develop to their full academic and social potential.

A commitment to equity means gaining an understanding of the intersectionality of social identities and the multiple axes of oppression that have caused, and are causing, people from different groups to be disproportionately impacted.

Working towards equity means:

- Removing the predictability of success and failure that currently correlates with any social or cultural factor.
- Identifying and dismantling inequitable practices, examining biases, and creating inclusive and just conditions for all.
- Honoring and cultivating the gifts, talents and interests that each human possesses. (Adapted from National Equity Project)

Equity FLEX Professional Development Criteria

Contributes to success of disproportionately impacted students in the colleges' faculty leadership and board-approved Student Equity Plan and includes:

- Trainings, conferences, and courses from vetted organizations such as CORA and USC Race and Equity Center.
- Trainings, conferences, and courses from other appropriate groups or organizations approved by respective Faculty Professional Development Committees (in consultation with applicable committees, i.e., Student Equity) with the goal of improving instruction for equitable student success
- Any college/district-sponsored training, speaker, consultant brought to discuss/consult facilitate on equity-mindedness, cultural proficiency, and social justice.
- Communities of practice, trainings, and facilitated discussion by experts and/or RCCD employees/equity leaders who have completed a relevant researched-based course or training.