

Equity Beliefs Statement feedback as of 03/04/2020

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ACADEMIC SENATE	ADMINISTRATORS ASSOCIATION
<p data-bbox="386 363 604 388">GUIDING PRINCIPLES</p> <p data-bbox="224 468 769 569">Our student come to us with a broad range of expectations, opportunities, support systems, and privilege.</p> <p data-bbox="261 611 730 674">Our students are capable of further development and achieving their goals.</p> <p data-bbox="237 716 755 779">We have the ability to positively impact our students' lives.</p> <p data-bbox="209 821 781 926">We recognize that educational systems produce inequitable outcomes AND we will improve our systems.</p> <p data-bbox="220 961 773 1066">We are doing good work to serve our students well, AND we commit to continuous improvement.</p>	<p data-bbox="841 359 1382 464">We believe that we have the power to positively impact our students' lives and each other's.</p> <p data-bbox="829 506 1393 737">We believe that while all of our students are capable of further development towards achieving their goals, they are also experts of their lived experiences and their expertise adds richness and value to our classrooms and our campus community.</p> <p data-bbox="833 779 1386 968">We believe that it is our duty to meet each student where they are at because we know that not all students come to us with the same expectations, opportunities, support systems, and privilege.</p> <p data-bbox="833 1010 1386 1115">We recognize that our system produces inequitable outcomes, not our students, so we will work to improve our systems.</p> <p data-bbox="841 1157 1386 1304">We believe that we as a community are doing the best that we know how and we are firmly committed to doing better as we learn better and grow together.</p>

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ASSOCIATED STUDENTS GROSSMONT COLLEGE	CLASSIFIED SENATE
<p data-bbox="240 432 748 562">We believe that we have the ability within the Grossmont College community to positively impact students' lives through education.</p> <p data-bbox="224 611 764 674">We know that all of our students are capable of growing, creating and achieving their goals.</p> <p data-bbox="207 720 781 850">We acknowledge that not all students come with the same experience, support system, privilege, incentive, and determination.</p> <p data-bbox="224 858 776 921">We accept and welcome everyone regardless of personal preference and identity.</p> <p data-bbox="224 968 764 1136">We recognize that systems create inequitable outcomes, allowing room for improvement that will be addressed to the best of our abilities.</p>	<p data-bbox="894 432 1360 495">We believe we have the power to positively impact our students' lives.</p> <p data-bbox="870 541 1386 636">We believe all of our students are capable of further development and achieving their goals.</p> <p data-bbox="862 682 1393 812">We believe not all students come to us with the same expectations, opportunities, support systems, and privilege</p> <p data-bbox="878 858 1377 953">We recognize systems exist that produce inequitable outcomes AND we will improve ours.</p> <p data-bbox="862 999 1398 1094">We believe we are performing to the best of our ability and commit to continuous improvement</p>

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EX-OFFICIO, MIKE REESE	ORIGINAL BELIEFS STATEMENT
<p>We believe that we have the power to positively impact our students' lives.</p> <p>We believe that all of our students are capable of further development and achieving their goals and potential.</p> <p>We believe that not all students come to us with the same expectations, opportunities, support systems, and privilege.</p> <p>We recognize that systems produce inequitable outcomes, and we will improve ours.</p> <p>We believe that we--staff, faculty, and administrators-- are all doing the best that we can.</p> <p>We believe that we can improve, and we will.</p>	<p>We believe that we have the power to positively impact our students' lives.</p> <p>We believe that all of our students are capable of further development and achieving their goals.</p> <p>We believe that not all students come to us with the same expectations, opportunities, support systems, and privilege</p> <p>We recognize that systems produce inequitable outcomes, AND we will improve ours.</p> <p>We believe that we (staff, faculty and administrators) are all doing the best that we can</p> <p>We believe that we have the ability to continue to improve</p>
<hr/> <p>DEFINITION</p> <p>Equity is not about equal treatment of all students. It is about all students achieving successful outcomes, regardless of race or ethnicity. As educators, it is our responsibility to meet students where they are and lead them to where they need to go. They must exert the effort to get there, but we must provide the individualized support to clear the path for them and make it possible for them to get there.</p>	<hr/> <p>DEFINITION</p> <p>“Equity is not about equal treatment of all students. Rather, it is about <u>equal outcomes Achieved by individualizing the instruction and support for each and every student.</u></p> <p>Building equity in education <u>shifts the focus on responsibility</u> for academic Achievement <u>from the students to the professional administrators and teachers who are the educators in the school.</u> Student [of course] have to do their part....”</p> <p>(Linton, 2011).</p>