Equity-Minded Pedagogy

Faculty Development Roundtable
May 20, 2021
AGENDA

1. What Is Equity?
2. Who Are Our Students, Really?
3. Where Do We Have Equity Gaps?
4. How Shall We Embrace Equity-Mindedness?
What Is Equity?
EQUALITY

EQUITY
Achieving the Dream

“Equity is grounded in the principle of fairness.

“In higher education, equity refers to ensuring that each student receives what they need to be successful, through the intentional design of the college experience.”

https://www.achievingthedream.org/focus-areas/equity
DIVERSITY, INCLUSION, EQUITY ...

It’s often said, Diversity is being invited to the party, inclusion is being asked to dance, and equity is having your music played.

— DR. GUILHERME ALBIERI
Diversity is being invited to the party, inclusion is being asked to dance, and equity is being co-host of the party.

— Sybol Anderson
equity

/ˈekwədē/

1. the quality of being fair and impartial.  
"equity of treatment"

2. the value of the shares issued by a company.  
"he owns 62% of the group's equity"

Source: Dictionary.com
Who Are Our Students?
• Think of common stereotypes of community college students ...
Bar graph showing associations between race and stereotypes.

- **Black**
  - poor (0.64)
  - violent (0.43)
  - religious (0.42)
  - lazy (0.40)
  - cheerful (0.40)
  - dangerous (0.33)

- **White**
  - wealthy (0.48)
  - progressive (0.41)
  - conventional (0.37)
  - stubborn (0.32)
  - successful (0.30)
  - educated (0.30)

Conscious Mind: 10%
1. analyses
2. thinks & plans
3. short term memory

Critical Mind

Subconscious Mind: 90%
1. long-term memory
2. emotions & feelings
3. habits, relationship patterns, addictions
4. involuntary body functions
5. creativity
6. developmental stages
7. spiritual connection
8. intuition
Where Do We Have Equity Gaps?
EQUITY SCORECARD

In May 2020, the CSM Board of Trustees approved the college’s 2020-2021 Plan for Cultural Diversity and Institutional Equity (“Equity Plan”). The plan is rooted in Institutional Strategic Plan objectives aimed at promoting cultural diversity and institutional equity and specifies actions CSM will take to achieve those objectives.

This Equity Scorecard tracks CSM’s progress toward achieving key benchmarks indicated by the Equity Plan.

How Shall We Embrace Equity Mindedness?
Equity-Minded Pedagogy

Styles of pedagogy occupy a spectrum, and their varieties are valuable for different purposes. Equity-minded pedagogy is most effective for engaging, synthesizing, and reaping the benefits of students’ and faculty members’ diverse perspectives.

Adapted from CoopLew, Inc. “Equity Mindset”
Six Equity-Minded Practices

1. **WELCOME** students into a supportive classroom culture.
2. **CREATE A PARTNERSHIP**, collaborating for their success.
3. **VALIDATE** their belief that they can succeed.
4. **DEMYSTIFY** college policies and practices.
5. **REPRESENT** a diverse range of cultural and group perspectives.
6. **DECONSTRUCT** presentations of dominant groups as the norm.
• Embrace Universal Design for Learning ...