

# Constituency Equity Beliefs Statements as of 10/03/19

**DRAFT**

| ACADEMIC SENATE   | ADMINISTRATORS ASSOCIATION   |
|---|--|
| <p>All of our students are capable<br/>Of achieving their goals.</p> <p>We have the capacity<br/>to positively impact our students' lives.</p> <p>Our students come to us with a wide array of<br/>Expectations, opportunities, support systems,<br/>and privilege.</p> <p>Systems produce inequitable outcomes<br/>AND we will improve ours.</p> <p>We (staff, faculty and administrators) have done<br/>good work to serve our students well.</p> <p>We have the ability to improve student success<br/>and equitable outcomes.</p> | <p>We believe that we have the power to<br/>positively impact our students' lives and each<br/>other's.</p> <p>We believe that while all of our students<br/>are capable of further development towards<br/>achieving their goals, they are also experts of<br/>their lived experiences and their expertise adds<br/>richness and value to our classrooms and our<br/>campus community.</p> <p>We believe that it is our duty to meet<br/>each student where they are at because we<br/>know that not all students come to us with the<br/>same expectations, opportunities, support<br/>systems, and privilege.</p> <p>We recognize that our system produces<br/>inequitable outcomes, not our students, so we<br/>will work to improve our systems.</p> <p>We believe that we as a community are<br/>doing the best that we know how and we are<br/>firmly committed to doing better as we learn<br/>better and grow together.</p> |

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| ASSOCIATED STUDENTS GROSSMONT COLLEGE      | CLASSIFIED SENATE   |
|--|---|
| <p data-bbox="446 394 542 422">PENDING</p> | <p data-bbox="894 359 1360 422">We believe we have the power to positively impact our students' lives.</p> <p data-bbox="870 464 1386 562">We believe all of our students are capable Of further development and achieving their goals.</p> <p data-bbox="865 604 1393 743">We believe not all students come to us with the same Expectations, opportunities, support systems, and privilege</p> <p data-bbox="881 785 1377 884">We recognize systems exist that produce inequitable outcomes AND we will improve ours.</p> <p data-bbox="862 926 1398 1024">We believe we are performing to the best of our ability and commit to continuous improvement</p> |

# Constituency Equity Beliefs Statements as of 10/03/19

**DRAFT**

| 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><b>DEFINITION</b></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><b>DEFINITION</b></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>   |