

## **Equity Assurance Council 2024-2025 Accomplishments**

### Equity Framework

- Approved the [Equity Framework](#)
- Began the process of identifying all the college's equity activities and [mapping](#) them to the framework

### Culturally Responsive/Affirming Spaces

- Worked with Marketing and Student Life to create an [annual calendar](#) of monthly cultural recognitions (banners, ASHC events, college events)
- Reviewed [BP 2360](#) and approved a recommendation to eliminate it, and established a workgroup to create an Operational Memorandum as a replacement(work to begin in Summer 2025)
- Began discussions about bias reporting and response processes, and explored the use of our existing Advocate system for this purpose

### Student Equity Planning

- Reviewed the [2022-2025 Student Equity Plan](#)
- Began the Student Equity Planning process by reviewing the template and approving the [planning timeline](#)
- Reported back from the CCHALES Student Equity Planning Institute
- Reviewed [key data points](#) for the student equity plan
- Completed [2024-2025 progress report](#) for the President's Task Force on Race, Equity, Social Justice, and will recommend folding ongoing action items into our Student Equity Plan

### Data

- Presented the results from the DEII survey and accepted recommendations from the survey
- Reviewed the [2021 Institutional Equity Self-Assessment](#), and recommended that this assessment be completed on a regular basis and embedded into our PPA cycle

### Professional Development

- Reported back from the ESCALA Servingness Institute
- Launched the [Equity Hour](#)

## Leadership and Governance

- Worked in collaboration with the EEO/Diversity Committee to establish an [Operational Memorandum](#) and process for creating Employee Resource Groups
- Made progress on clarifying the roles of each equity group (EAC, SSEC, EEO/Diversity)

## **2024-2025 Accomplishments Mapped to Equity Framework**

### **Core Factors**

Accomplishments for the 2024-2025 year

#### **Policy & Structures**

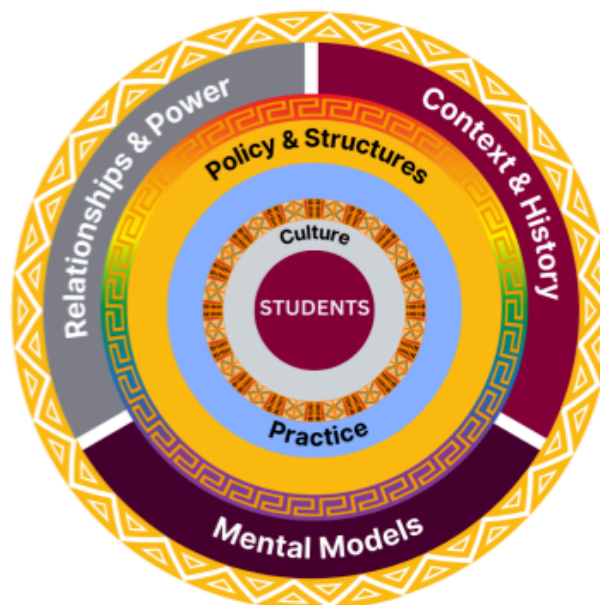
Creation of Equity Framework and mapping  
Elimination of BP 2360  
Creation of Employee Resource Groups  
Bias reporting and response processes  
Integration of PTF recommendations into SEP

#### **Practice**

Professional development - ESCALA, SEPI, NCORE  
Student Equity Planning  
Data review - DEII survey, Institutional Equity Self-Assessment, SEP data

#### **Culture**

Annual calendar of cultural recognitions  
Discussions of how to create culturally responsive and affirming spaces  
Equity Hour



### **Peripheral Factors**

Underlying factors influencing our work

#### **Relationships & Power**

Formal and informal relationships  
Power dynamics  
Organizational hierarchy

#### **Context & History**

Community history & context  
College-specific history

#### **Mental Models**

Cultural humility  
Equity-mindedness  
Bias (implicit and explicit)  
Growth vs. deficit mindsets