Definitions and characteristics of equity

1. Equity means equal access: to entrance, study, and completion of course, and resources
2. Holding students accountable to the rigors and the course requirements in higher ed
3. Honoring and teaching to the Core Four
4. Equity means that all students, faculty, and staff are aware of all the resources that are available to help them succeed
5. Tools to those in need of guidance and direction to the light (graduation) at the other end of the tunnel (education)
6. When any student arrives at the portals of the campus, they receive information/instruction or guidance and knowledge that results in a uniform result across all race/gender/social/financial strata, and a uniform successful experience
7. Respect for all
8. Respect for the knowledge the students bring to the classroom and their understanding of life—assume that they are smart
9. Respect for how hard it is to get your mind, habits, behaviors, and lifestyle to align with the goal of being a successful student
10. At our college equity means equal opportunity to succeed, with a focus especially on underrepresented populations
11. Access to resources and services; all students should know where all resources are available
12. In our courses, equity and student success are inseparable. Supporting student success means equity.
13. Equity means that the college provides opportunities that get every student to the point where they know that the people at the college care about their educational future, and that they can what is required in order for them to become a successful college student.
14. Radically and mindfully listen with an inclusive spirit (without an agenda) to the needs of our students who don't feel heard, or seen
15. We see this campus through the lens of those who don't feel like they belong here—Experience our campus WITH them
16. When any student, faculty member (adjunct, FT) staff member, community member comes onto campus or into our buildings, they can sense that who they are matters; they are welcomed here. This is shown by eye contact, welcoming, informative signs, and every type of written, verbal and non-verbal communication they encounter.
17. Faculty and staff engage in dialogue about how to support students and meet them where they are, on a constant, informal basis. This is the subject of dialogue in all decision making processes.
18. Opposing and “different” points of view are welcomed and encouraged, in the classroom, in meetings, between persons of different levels in the college structure. Honest and collegial debate occurs with respect for all parties and without fear of repercussion.
19. Equal access leads to equal success potential
20. When students enter they enter on unequal levels. How can we level the inequities inherent in this?
21. Equity means - access & opportunity. Defining student success but recognizing that students have different goals and meanings of their own success.