

EQUITY

Norco College FLEX August 18th, 2021



EQUITY



This is a team presentation focusing on EQUITY, our institution's commitment to it, and the new contract requirement for EQUITY professional development.

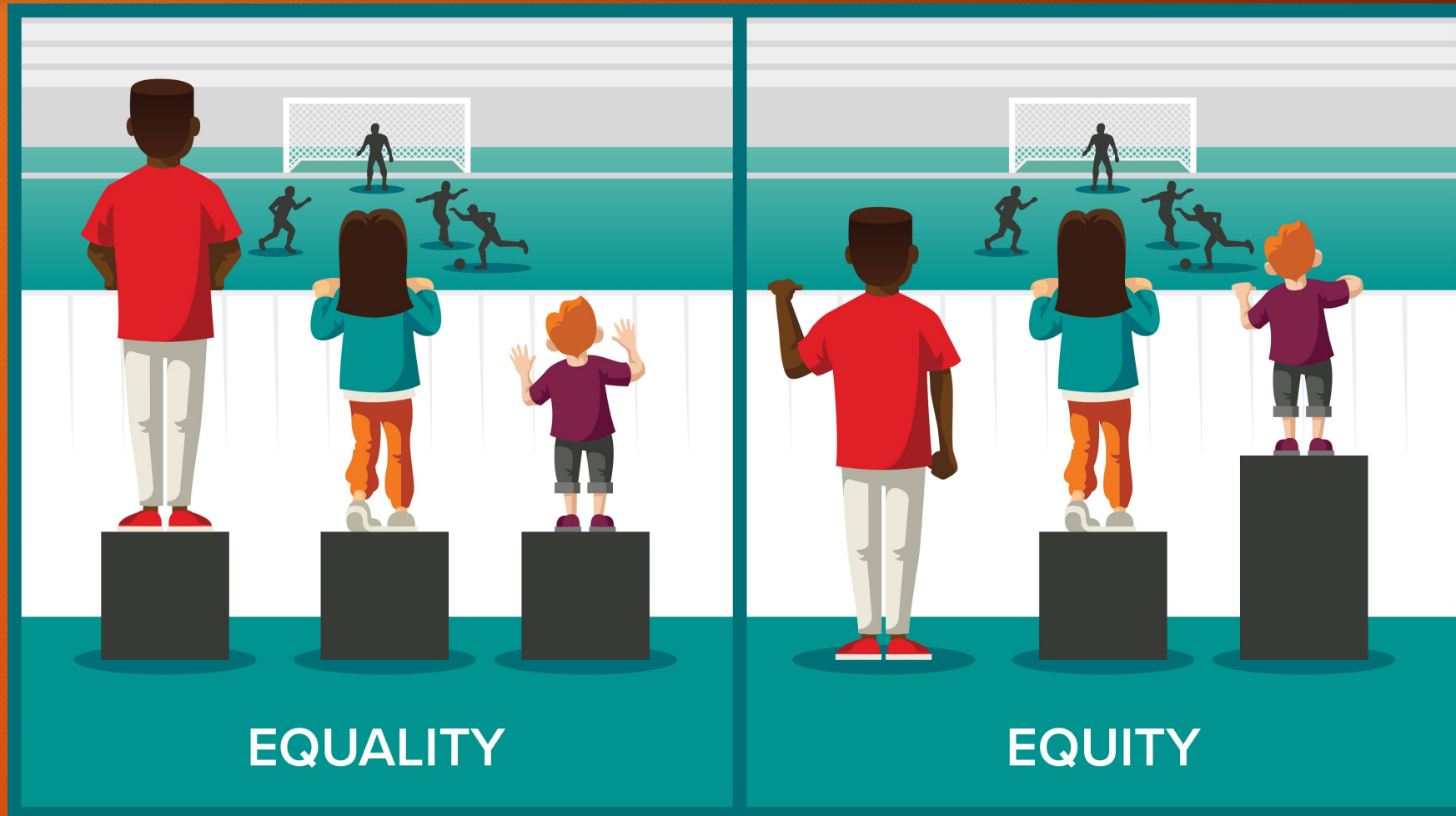
EQUITY versus EQUALITY

(Dominique Hitchcock)



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EQUITY versus EQUALITY

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- **EQUALITY:**

The condition under which every individual is treated in the same way, and is granted the same access, rights, and responsibilities, regardless of their individual differences.

People who support equality believe that different circumstances and identities should not prescribe social disadvantage: therefore, equality is the elimination of this disadvantage.

- **EQUITY:**

The condition under which individuals are provided the resources they need to have access to the same opportunities as the general population.

Equity accounts for systemic inequalities in distribution of resources, and more is provided to those who need it most.

Conversely, equity indicates uniformity where everything is evenly distributed among all people.

EQUITY in Education

(Dominique Hitchcock)



What is EQUITY for us?

(Dominique Hitchcock)



"Equity is not solely something that you do. Equity is who you are. Equity is a reflection of the educators' humanity toward the students they serve."

Baruti Kafele,
Equity and Social Justice Education 50



What is EQUITY for us?

(Dominique Hitchcock)



A TEACHER...

Takes time to learn about his/her students; takes time to build relationships and mutual respect for **all** students

Expects **all** students to do well; to show growth

Advocates for **all** students, regardless of income, race, gender, skills/ability, zip code, family structure, etc.

Challenges **all** students to do their personal best

Helps **all** students to grow; to reach their potential and make progress toward realizing their dreams

Eliminates barriers for **all** students with equity and excellence as a goal

Refuses to give up on **any** student!

Donna Y. Ford (2/2017)

Our Institution's commitment to EQUITY

(Dr. James & Dr. Ocegüera)



2030 NORCO COLLEGE EDUCATIONAL MASTER PLAN

- **Goal 3: (Equity) Close all student equity gaps by 2030**
 - 3.1: Reduce the equity gap for African American students by 40%.
 - 3.2: Reduce the equity gap for Latinx students by 40%
 - 3.3: Reduce the equity gap for Men of Color by 40%.
 - 3.4: Reduce the equity gap for LGBTQ+ students by 40%.
 - 3.5: Reduce the equity gap for Foster Youth students by 40% (by 2025).

Our Institution's commitment to EQUITY (continued)

(Dr. James & Dr. Ocegüera)



2030 NORCO COLLEGE EDUCATIONAL MASTER PLAN

Goal 4:(Professional Development)

Implement Professional Development around Guided Pathways and equity framework; foster a culture of ongoing improvement.

- 4.1: Increase percentage of employees who complete Guided Pathways training from 5% to 65% (305 out of 472 employees)
- 4.2: Increase percentage of employees who complete Racial Microaggressions certificate from 1% to 60% (285 out of 472 employees)
- 4.3: Increase percentage of faculty who complete Teaching Men of Color in the Community College certificate from 3% to 40% (125 out of 315 faculty)

EQUITY and our New Contract: Full-Time & Associate Faculty

(Peter Boelman/ Araceli Covarrubias)



FULL-TIME FACULTY

Article IX – Section C

- **Eight (8) hours** of the 24 hours of FLEX shall be dedicated to equity-related training and education for the improvement of instruction.
- Guidance and definitions of training/education in **equity and social justice issues** shall be recommended through collaboration among Faculty Development Committees and the District Compliance Officer and Title IX Coordinator.

ASSOCIATE FACULTY

To facilitate associate faculty participation in equitable student access and success, the District will compensate each participating associate faculty member **up to three (3) hours of equity-related professional development.**

EQUITY and our New Contract: FULL-TIME FACULTY

(Dana White/ Nicole Brown)



Fulltime faculty can go directly to the new FLEX database

here: <https://studentrcc.sharepoint.com/sites/ws/flextrack> to login the database.

NO need to be on the Intranet or campus computer to access this website if they use the above link.

Steps:

1. Login with your RCCD username & password.
2. Once logged in, you can view your completed activities, activities in progress, and Add a New Individual Activity. You will want to Add a New Individual Activity.
3. Please record all the Individual Activities and upload the evidence into FLEX (save it as a PDF) you have completed or plan to complete before June 30th. When you enter your Individual Activity in FLEX, an automatic email will go to your department chair for approval. Upon approval of your individual activity and receipt of your evidence of completion sent directly to me, you will be awarded Flex credit.
4. You cannot roll-over prior academic year FLEX hours. You can only complete the hours within that open academic year.
5. Appropriate Evidence: The college requires evidence that you have completed and/or participated in an event outside of the PDC sponsored workshops. Any questions, please send your email to Nicole Brown, Instructional Support Programs Coordinator.

Please note that ALL evidence must have the minimum three identifiers: Full name of attendee, Name of event, and date of event.

Otherwise, it doesn't meet state FLEX requirements and cannot be accepted.

Here are some common examples accepted as evidence:

- An email confirming your registration for a conference (These are the best)
- Sign-in sheets
- Minutes from a meeting *(Department meetings are not acceptable as it is part of the faculty contract)
- ID name tags with the conference logo on it (plus date and name of event)
- Programs/agenda schedules that contain your name if you are a speaker or submitted a paper.
- A copy of a published paper

EQUITY and our New Contract: Associate FACULTY

(Dana White/ Nicole Brown)



FOR ASSOCIATE FACULTY

Please access information on the PDF FLEX webpage <https://www.norcollege.edu/committees/pdc/Pages/flex.aspx>

Associate Faculty are paid through RCCD Payroll and they maintain the E-trieve accounts and monitoring for all three colleges. The FLEX administer doesn't have any access to see the status of submission. The turn-around time for payment is about 60 days.

Associate Faculty Documents

- [eTrieve Access link](#)
- [eTrieve Approver List for current academic year.](#)
- [Associate Faculty Assessment Hours Instructions](#)
- [Associate Faculty Assessment Hours Form](#)
- [Associate Faculty Professional Development Hours Instructions.](#)
- [Associate Faculty Professional Development Hours Form](#)

EQUITY Professional Development Webpage RESOURCES

(Dominique Hitchcock)



Professional Development Webpage: <https://www.norccollege.edu/sd/pd/Pages/index.aspx>

- **For Faculty**

<https://www.norccollege.edu/sd/pd/Pages/faculty.aspx>

- **For Classified Professionals**

<https://www.norccollege.edu/sd/pd/Pages/classified.aspx>

- **For managers**

<https://www.norccollege.edu/sd/pd/Pages/managers.aspx>

Opportunities to fulfill the Equity Flex Requirement: Ongoing College Sponsored Events



- Cultural Event Calendar: <https://www.norccollege.edu/events/Pages/Cultural-Events->
- Diversity Equity and Inclusion Committee: <https://www.norccollege.edu/committees/dei/Pages/index.aspx>
- Racial Justice Taskforce: <https://www.norccollege.edu/about/racial-justice/Pages/index.aspx>
- Teaching and Learning Committee: <https://www.norccollege.edu/committees/tlc/Pages/index.aspx>
- Puente: <https://www.norccollege.edu/services/counseling/puente/Pages/index.aspx>
- Umoja: <https://www.norccollege.edu/services/counseling/umoja/Pages/index.aspx>
- Unity Zone: <https://www.norccollege.edu/services/sei/unity/Pages/index.aspx>
- Phoenix Scholars: <https://www.norccollege.edu/services/sei/eops/phoenix/Pages/index.aspx>
- STEM: <https://www.norccollege.edu/academicAffairs/instruction/acp/stemPathways/Pages/STEM-events.aspx>

QUESTIONS and SUGGESTIONS?

