

SJECCD EQUITY

SJECCD recognizes that cultural diversity in the academic environment promotes academic excellence; fosters cultural, racial and human understanding; provides positive role models for all students; and creates a race and gendered conscious educational framework where equity in student success is the definition of institutional excellence. At SJECCD, leadership from the Board, to the CEO, to the College campuses is being challenged to create a responsive way of serving all students that uses equity-mindedness as a framework. The Equity-Scorecard and Achieving the Dream initiatives are progressive approaches to institutional transformation. By broadening and deepening an awareness of the institutional barriers that impede students' preparation for college success, the colleges are better prepared to develop culturally aware interventions intended to close equity gaps in student achievement. The college's chosen interventions are then monitored over time and adjustments are made so that their effectiveness can be optimized. By questioning traditional methods of data analysis and discouraging 'quick-fix' solutions that are not grounded in evidence and cultural awareness, the District supports its commitment to equitable outcomes for all students and provides a substantive example for other community colleges that are vested in changing institutional practices and closing the student achievement gap. The San José-Evergreen Community College District keeps equity at the center of its institutional responsibility for serving all students by adopting this progressive approach.