

The image features decorative geometric patterns in the corners. The top-left corner has a series of thin, light blue lines radiating from a point. The bottom-left corner features a grid of overlapping semi-circles in red, teal, blue, and yellow. The bottom-right corner has a few thin, light blue lines.

EQUITY RUBRIC 2024

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WHAT



**Equitable Assessment
Tool to apply to events
and decision making
at De Anza College**

WHO

**Key stakeholders: Equity personnel,
Senior Admin, Office of Equity,
UndocuSOL, EJUS, Affinity groups,
Shared Governance**



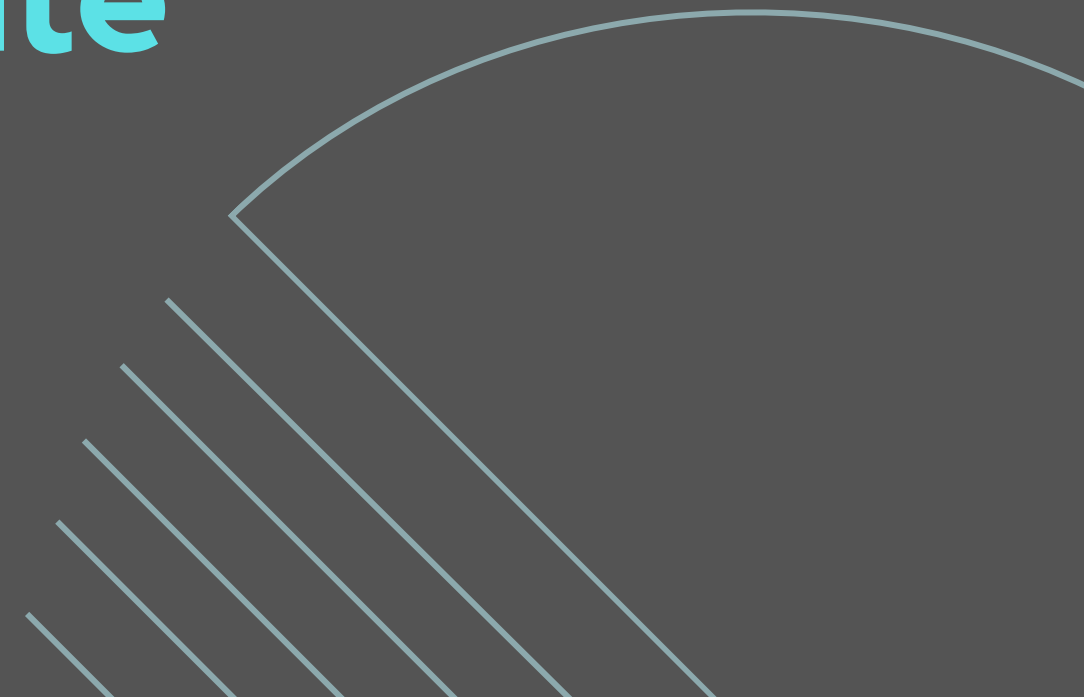
EAC



Strategic
Planning
Group

WHY

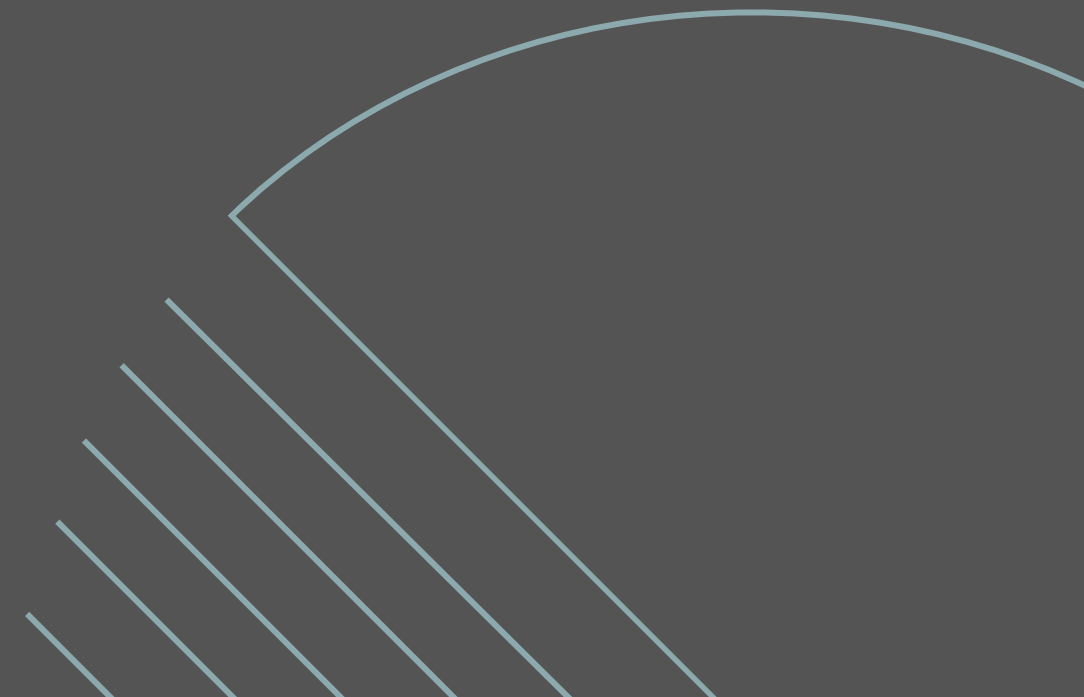
- **Trauma-Informed Decision Making**
- **Harm Reduction**
- **Equity**
- **Accountability to end structural inequities and create safe student spaces**



HOW

Application for this rubric is for:

- On-campus events that are marketed to all students
- Programming impacting students
- When inviting guest organizations and individuals
- Leadership decision making



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Vision and Goals



- To be used as a tool to address systemic barriers for students most impacted by systems of oppression in educational settings, specifically De Anza.
- This working document is expected to evolve per the current landscape of the institution, which means it evolves in real time based on our community's needs.
- We will apply knowledge as practice and paradigm.
- Assess our biases and reflect on our self-awareness to make decisions that are inclusive, equitable and just.
- Acknowledging how institutional harm perpetuates oppressive mechanisms inside and outside of the classroom.
- Eliminate inequities and at the very least apply harm reduction responses.

Scope of this Tool **Legs to the Vision**



- **A tool that defines where we are regarding equity, and respecting our students.**
- **A tool that provides a checklist on how to be inclusive and create a safe space for our students for event production, programming, and other activities.**
- **A tool for protecting students from institutional harm.**
- **A tool for funding decision-making.**
- **A tool for planning events, programming and decision making using best practices for supporting our students as identified in the Student Equity Plan Reimagined.**

Prioritized Groups per Student Equity Plan Reimagined

01 - BLACK

02 - FILIPINX

04 - LATINX

05 - NATIVE AMERICAN

06 - PACIFIC ISLANDER

07 - DI-
DISPROPORTIONATELY
IMPACTED

WHO DOES
THIS TOOL
SUPPORT THE
MOST?

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History and Overview

Fall 2023– First Draft created based on models from other colleges.

Summer 2024– Met with leadership to finalize a version to send to district Legal Counsel.

Fall 2024– Met with Legal Counsel to get legal approval.

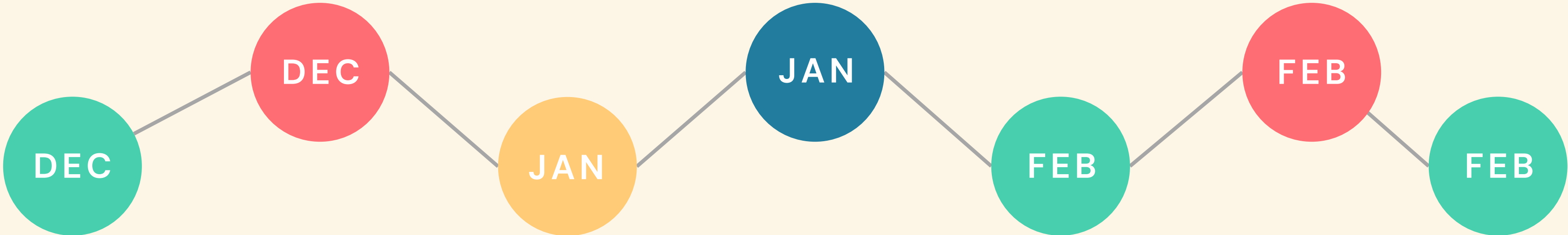


NEXT STEPS OF WORK THAT IS TO COME

Affinity Groups
2024-2025

Classified Senate
2025

College Council
2025



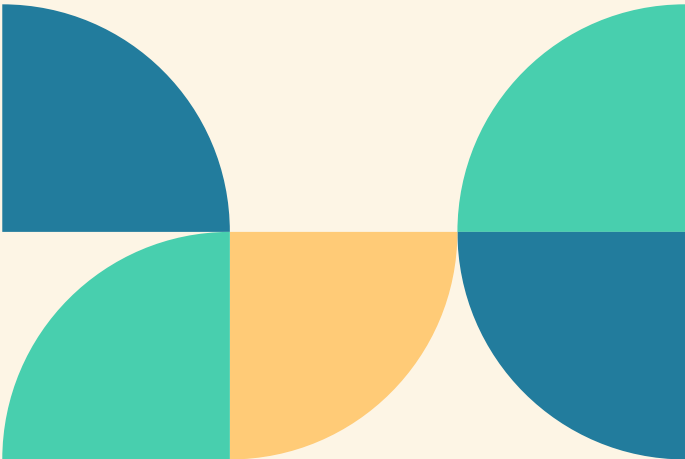
Equity Action Council
2024

Academic Senate
2025

DASG
2025

Board of Trustees
2025

You are here



FOUNDATIONS

01 FHDA BOARD PRIORITIES

**02 STUDENT EQUITY PLAN
REIMAGINED**

**03 EDUCATIONAL MASTER
PLAN**

**04 CALIFORNIA
COMMUNITY COLLEGE
CHANCELLORS OFFICE**

**05 STUDENT EQUITY
AND ACHIEVEMENT
PLAN**

**06 EXTENSIVE
COLLABORATION
WITH DISTRICT LEGAL
COUNCIL**

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EQUITY SCALE

Does this event/activity
center equity and student
safety at its core?

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EQUITY SCALE Does this event/activity center equity and student safety at its core?

1- Not at all,

2- Somewhat for minimal groups,

3- Unsure or N/A,

4- Mostly for most underrepresented groups (above 70%),

5- Completely for all students (100%)

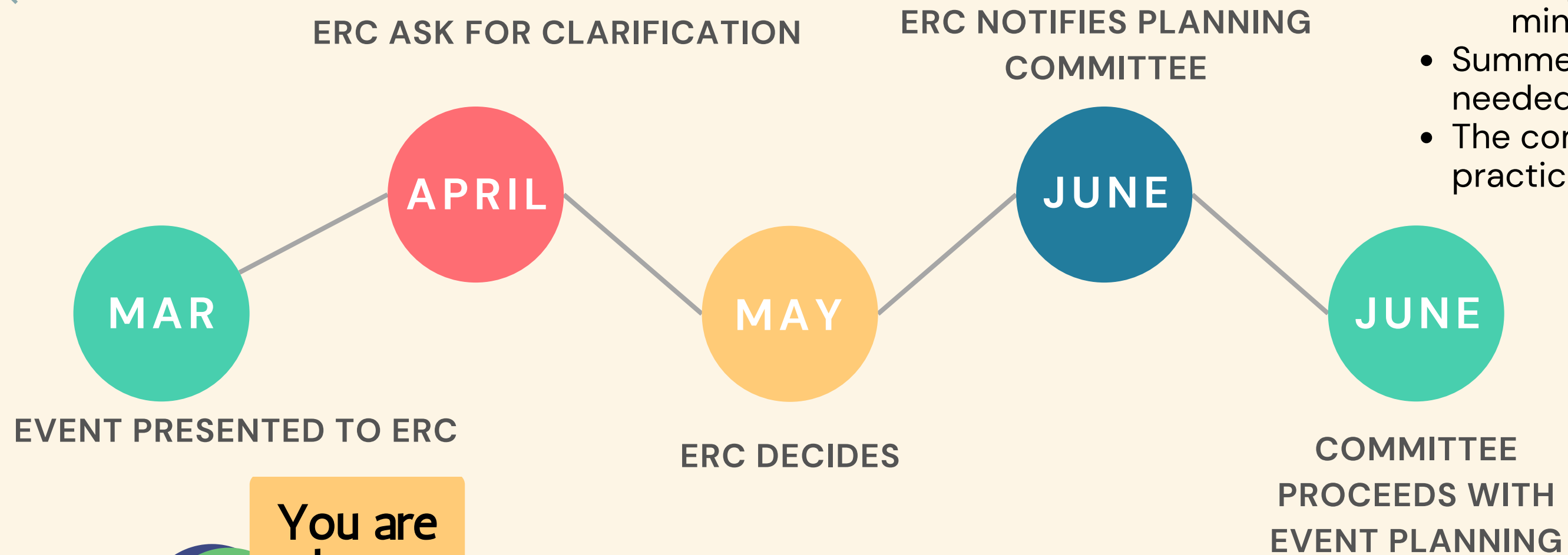
Equity Rubric	Equity Scale 1-5	Rationale	Final Score TBD
1 Student Populations in Prioritized Groups (i.e. disproportionate Impacted) - see number 1 below			
2 Employers/Community Resources have adopted at least one equity framework (i.e. DEI/IDEA/JEDI/ IDEAB/DEIB) in their company focused on narrowing equity gaps. [State Equity Plan] -see number 2 below			
3 Persistence: This activity/event will contribute to the persistence of our students from Winter to Spring quarter [State Equity Plan] -see number 3 below			
4 Professional Development: Develop rich and ongoing professional development opportunities that focus on deepening equity-mindedness for all employees [Equity Plan Re-Imagined] including our students who are district employees - see number 4 below			
5 Integrated Instruction and Services: Develop best practices based on research at the collegewide and programmatic, departmental and work area levels [Equity Plan Re-Imagined] -see number 5 below			

Equity Rubric	Equity Scale 1-5	Rationale	Final Score TBD
6 Accountability and Assessment: Establish accountability and assessment measures to continue improving campus equity work [Equity Plan Re-Imagined] -see number 6 below			
7 Elimination of systemic Racism [Board Priorities] "Note 3: Adopting Policies, Procedures, and Budgets that will Help Achieve Student Success and Equity Goals and Eliminate Systemic Racism" - see number 7 below			
8 Job Protections [Educational Master Plan] - see number 8 below			
9 Increase Employment Outcomes [Educational Master Plan] -see number 9 below			
10 Note 4: Other Important Concerns - see number 10 below			

LOGISTICS

**EQUITY RUBRIC
COMMITTEE IS
HOUSED UNDER EAC**

RUBRIC APPROVAL PROCESS



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Things to consider:

- In the beginning, the committee meets weekly to evaluate applications and to ensure minimal lag time
 - Requests need to be submitted at minimum 2 weeks in advance!
- Summer decisions are made on a as needed basis.
- The committee will work on best practices for application timelines

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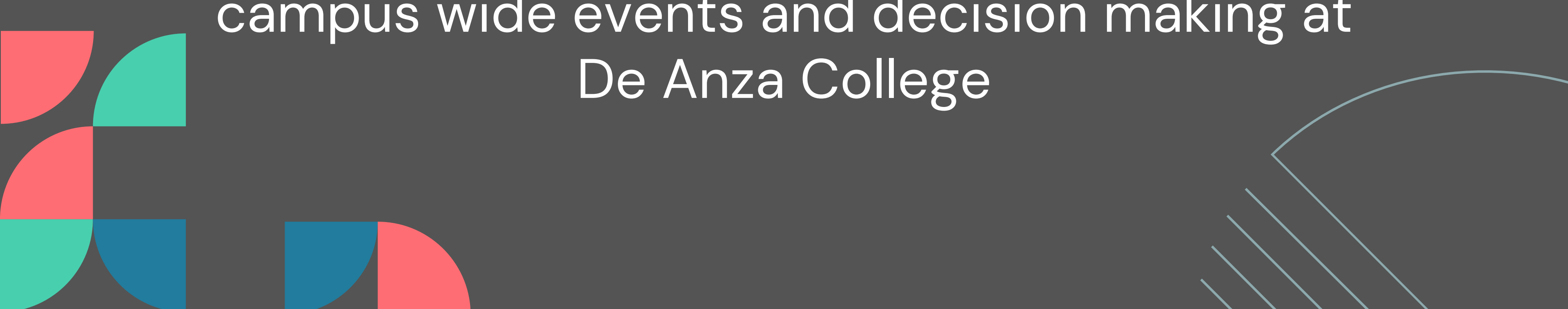


**WE NEED YOUR
HELP!**



CALL TO ACTION

We are asking Shared Governance to
approve this equity rubric as an
Equitable Assessment tool to apply to
campus wide events and decision making at
De Anza College





EQUITY RUBRIC
LINK



THANK YOU!
GRACIAS!
谢谢
SALAMAT
A'HO