# MJC Faculty Equity Institute

# INVITATION AND APPLICATION

Dear Colleagues,

MJC has made remarkable progress in the implementation new equity practices. To maintain our innovative momentum, it is important that we invest in the development of faculty who are committed to the values, and goals for MJC, and have the potential to continue its transformation. In 2016-17, MJC held two faculty institutes in partnership with the Center for Urban Education at the University of Southern California. This fall we will be hosting our third and likely final institute with CUE, with the intention that we will begin to integrate this process into our professional development programs campus-wide. **Through this letter we are providing a description of the institute, expectations of participants, and an application form. I encourage you to review these materials and to consider applying.** MJC’s students depend on faculty who value their aspirations, recognize their strengths, and have the will to create environments in which they can thrive academically and socially.

IMPORTANT DATES:

Application Due: October 9th, 4pm

Kick Off: October 17th, 2pm

Meetings: 5 meetings (dates below)

*You will find the application at the end of this document.*

Competencies. Faculty selected to participate will partner with their division deans to:

* Develop an understanding of equity and equity minded practice
* Review data, set strategic goals, and guide action to close racial / ethnic gaps in student outcomes;
* Conduct action research to better understand the link between practices and student outcomes;

Application process. Full-time faculty and part-time faculty who are interested in participating need to complete the application questions and submit them by email to Flerida Arias ([ariasf@mjc.edu](mailto:ariasf@mjc.edu)) by **4:00 PM on October 9, 2017**. Completed applications will be reviewed by the Center for Urban Education, as well as MJC Deans, and those chosen notified by October 12th.

Desirable qualifications. We are looking for individuals who demonstrate:

* Commitment to the success of MJC
* Openness to learning new ways of thinking and willingness to experiment with new practices
* Interest in providing leadership in college professional development
* Ability to collaborate with others, despite differences in experience, background, and professional/disciplinary identity
* Passion for teaching and learning
* Openness to discussing issues related to racial equity and how to eliminate inequity

Expectations. Participants will be expected to:

* Attend all five workshops (Oct., Nov., Jan., Feb. and March).
* Set course-specific equity goals
* Complete two self-assessment protocols (syllabus review & classroom observation)
* Submit both pre- and post- version of their syllabus
* Submit a final 3-page plan summarizing course-specific actions to close equity gaps
* Prepare a 10-minute presentation of lessons learned for their division meeting

Participants who complete the Institute will be eligible to receive a stipend of $1,000 or apply for continuing education units. More information will be provided during the orientation for those selected.

Schedule.  **Dates and Times** *(coffee & snacks included)*

* ***Tuesday, October 17th*** (2:00 PM – 5:00 PM***)*** What it means to be Equity Minded Practitioners. ***Assignment:*** Reading on equity & equity mindedness.
* ***Tuesday, November 7th*** (2:00 PM – 5:00 PM): Faculty review their section level data & learn how to conduct peer classroom observations using an equity lens. ***Assignment:*** Set equity goals, observe another participant’s course and be observed by an institute participant.
* ***No institute meeting, December –*** *You will schedule individual meetings with those faculty that you observed or were observed by to share your findings.*
* ***Tuesday, January 23rd*** *(*2:00 PM – 5:00 PM): Discussion of how inquiry into classroom practices can close equity gaps.  ***Assignment:*** Write up plans for classroom change strategies to close gaps
* ***Tuesday, February 13th***(2:00 PM – 5:00 PM): Building our race consciousness and reviewing our syllabus using a CUE protocol. ***Assignment:*** Faculty complete their syllabus review and final reflection report
* ***March, Date TBD –*** *Group reflections &*distribution of USC / CUE certificate and stipend.

**Questions:** For more information, please contact Deanna Cherry, CUE Facilitator at

Email deannacherry@mac.com or phone (213) 448-9648.

About the Center for Urban Education. CUE’s action research approach guides practitioners to continually reassess their practice and frames of thinking. Using a variety of tools—including institutional data, self-assessment protocols, and facilitated discussion sessions—we assist community college faculty to overcome the structural, pedagogical, and institutional barriers that frequently lead to lower transfer and degree completion rates for students of color. Since our founding in 1999, we’ve partnered with over seventy community colleges across the nation to help improve student success across multiple indicators, with the ultimate goal of closing persistent equity gaps.

For more information, please visit our website at: <https://cue.usc.edu/>

# Application

1. Name:
2. Course(s):
3. Department:
4. Email address:
5. Race / Ethnicity (optional):
6. Gender (optional):
7. Years at MJC:

## Please provide responses to the questions below:

1. What are your expectations of this institute? What do you hope to gain by participating in it?
2. If you have worked on equity issues in your division, what assets did you draw on? What challenges did you encounter?
3. The institute will involve working closely with your division dean and campus faculty. In what ways do you work with your colleagues now? How, if at all, would you like your work with your colleagues to change, or improve?
4. Please share any additional information you would like us to consider that demonstrates your interest in this Institute.

Due: October 9th at 4pm via email to **Flerida Arias at** [**ariasf@mjc.edu**](mailto:ariasf@mjc.edu)**.**