The **MJC Equity Leader Initiative** is a partnership between the Center for Urban Education (CUE) and Modesto Junior College (MJC) to provide high quality professional development to MJC’s deans. This twelve-month initiative gives deans new tools to make MJC an equity leader among California community colleges.

Community college deans hold multiple responsibilities for their campuses. The growing use of data to both define and monitor equity means that deans need the data tools and facilitation skills to host conversations about how to understand and close equity gaps. While best practices can be helpful, there is a need to better understand the unique work of each member of the MJC faculty and staff, and deans are well positioned to assist in carrying out action research on campus to understand their impacts on students and assist faculty and staff to become agents of change.

The MJC Equity Leader Initiative provides deans with hands on experiences and the tools to improve student, faculty and staff experiences:

**Participating Deans will:**

1. Use institutional data to deepen their understanding of their divisions, and set strategic goals that guide action to close racial / ethnic gaps in student outcomes;
2. Participate in and facilitate conversations among faculty and staff around how to adapt instructional and student services practices to better serve student needs;
3. Lead action research projects that will reveal the link between MJC's practices and student outcomes, and point to possible improvements; and
4. Guide ongoing evaluation to monitor progress and assess the effectiveness of changes.

A similar institute will be held for up to 35 faculty from across MJC interested in resigning one of their courses. CUE will work closely with both the faculty and the deans during Institute activities.

**Orientation Meeting Dates and Times**

- **Monday, August 9, 8 - 10am:** Introduction and Q&A Session (**deans only**)
- **Between August 9 and September 16:** One hour "get to know you" call between each participating dean and a CUE facilitator
- **Saturday, August 20:** (1:30 PM/2:30 PM): Faculty Institute Introduction and Q&A session (**deans & faculty**)
- **Saturday, August 20:** (Dinner): Dean institute dialogue (**deans only**)

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Embedding Equity Dean Institute
Program Schedule - Dates and Times

- **Friday, September 16th** - Institute Kick Off
  Project Orientation and Data Analysis - 8:00 AM – 12:30 PM

- **September 30th** - Web Call
  Project Check In (Optional) - 8:00 AM – 9:30 AM

- **September 17 – 30th** - Individual Meetings
  Deans and faculty meet to review data and set goals

- **Friday, October 14th** - Workshop
  Inquiry and understanding classroom culture - 8:00 AM – 12:30 PM

- **October 16th - November 30th** - Action Research
  Deans and faculty conduct classroom observations and syllabi reviews

- **October 28th** - Web Call
  Project Check In (Optional) - 8:00 AM – 9:30 AM

- **Friday, December 2nd** - Workshop / Celebration
  Project reflection with deans and faculty - 8:00 AM – 12:30 PM

**Questions:** For more information, please contact Deanna Cherry, CUE Facilitator at email deannacherry@mac.com or phone (213) 448-9648.

**Commitments:** Deans will be expected to:
- Attend all workshops and web meetings
- Set division-specific equity goals
- Complete two self-assessment protocols
- Submit a final 3-page plan summarizing your division-specific actions to close equity gaps