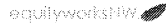


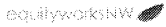
Planning Questions:

- What excites you most about moving Foothill De Anza College District's equity agenda forward?
- What will your role be in propelling the work forward?
- What are your top priorities for this work?



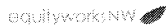
Planning Questions:


- What strengths can you draw from to promote the strength of your learning communities and their growth?
- What significant challenges do you anticipate?
- What help would be useful to support your capacity to engage in really healthy, positive conflict about how to move the work forward?




Planning Questions:

- What other initiatives/efforts are happening on your campuses and district office that can be integrated into the equity work/strategic plan?
- What cadence/work speed will be useful/necessary to promote the success of this work? What timing considerations inform how our timeline will unfold?
- What else will be useful for us to think about/consider as we plan to move the work forward?







FOOTHILL-DE ANZA
Community College District
"Member Checking" Meetings
Nani Jackins Park
December 20, 2016





There is Passion & Commitment

- There is a strong expressed commitment to equity across stakeholder groups
- This commitment is evidenced by action – there's work being done



Strong Call for Leadership

- Appreciation for Chancellor Miner's call and commitment
- Call for senior leadership to set the tone and drive the work
- Expectation of senior leadership to accelerate action and develop/implement/monitor accountability measures/processes
- Call for senior leadership to carve out time and resources to operationalize equity practices



Need for Clarity & Shared Vision

- What is an “equity agenda” and how is it understood by different stakeholder groups on your campuses and at the District office?
- How does the work of promoting social and civic engagement intersect with/align with promoting equity and social justice?
- How do people understand their roles in the work?



Need for Clarity & Shared Vision

- There's an attendant need for shared language and theoretical understanding of equity (power/privilege/oppression) dynamics to support understanding of the “what” in a way that facilitates real collaboration and partnership
- There can be tensions involved when the “whats” differ and judgments are made about who is or is not in support of “the work” and perceived levels of motivation/commitment



Need for Clarity & Shared Vision

- Stakeholders across the District speak to a commitment to fostering equitable environments and outcomes for students
- There is a belief that it will be useful to bolster the strength of FHDA's professional communities and their practices in order to strengthen your collective capacity to improve student outcomes



Need for Strategic Planning w/Timelines, Assigned Roles, Accountability Measures

- How do independent efforts become integrated into a strategic, holistic, well-understood and accountable plan?



Need for Strategic Planning w/Timelines, Assigned Roles, Accountability Measures

- There's a measure of burnout/weariness and skepticism that will usefully be addressed by building structure and consistency
- Concerns about personality-driven practices erode confidence, trust and buy-in



Need for Strategic Planning w/Timelines, Assigned Roles, Accountability Measures

- Whose voices will inform/contribute to planning processes? Structuring governance/accountability processes?
- How will space/time be made for people to participate in meaningful ways?



Need for Strategic Planning w/Timelines, Assigned Roles, Accountability Measures

- What are the roles and responsibilities of people from different functional areas across campus and how will they be held accountable?



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A Shared Understanding of Collective Identity Will Be Useful

- Clearly understood and unified, not uniform
- The goal is for differences to be seamless and not "cost" students



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Some Process Concerns Experienced During Our Assessment Process

- Trust is critical and leads to conversations with less risk of inaccurate interpretations of meaning/intention



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Some Process Concerns Experienced During Our Assessment Process

- Time constraints are consequential and make additional work – gaining access to people and information has complicated/prolonged our team's processes
- Communication processes can complicate how people understand each others' motivations and work together