



MSJC EQUITY PLEDGE

2019



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EQUITY @ MSJC

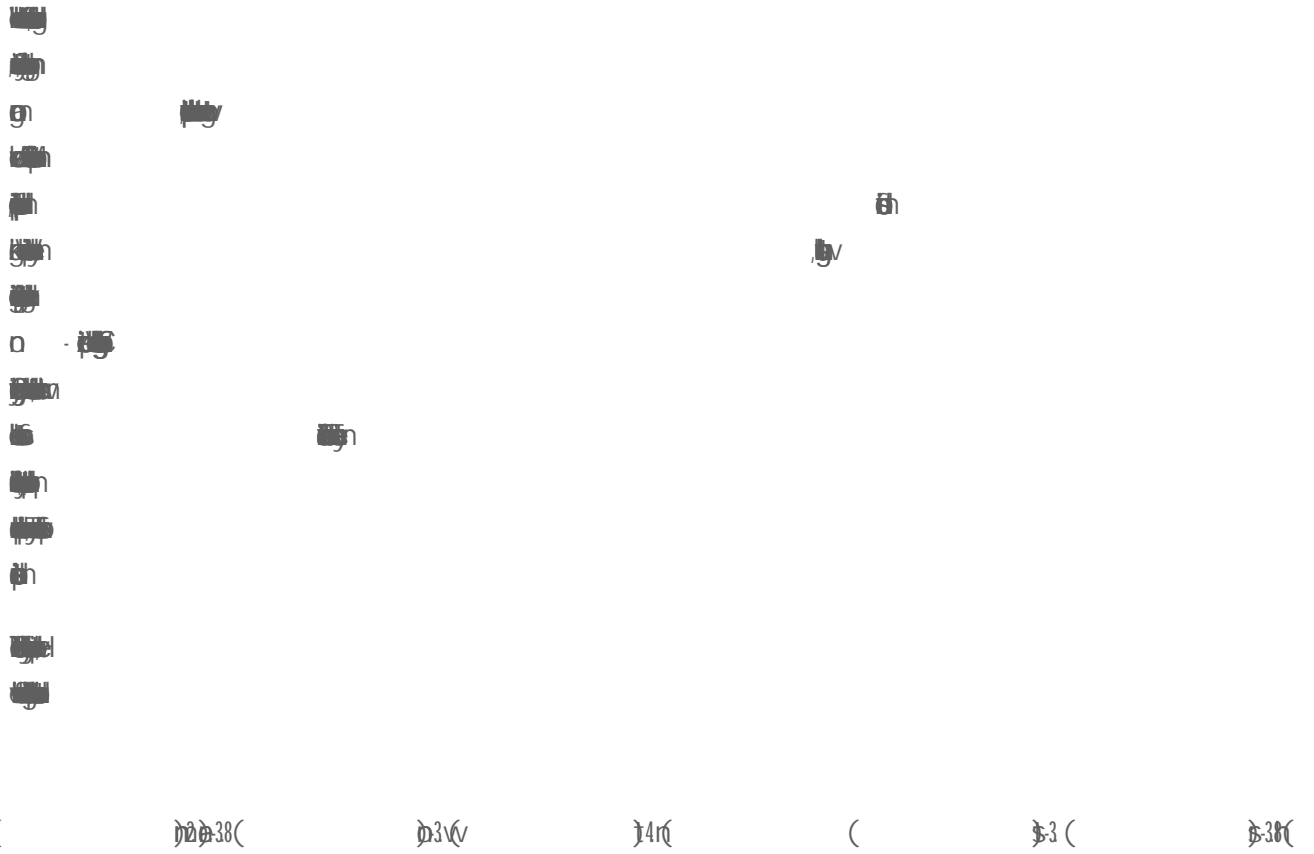
“TRANSFORMING LEARNERS. TRANSFORMING COMMUNITIES. TRANSFORMING LIVES.”



- *Race/ethnicity*
- *Gender Identity and Expression*
- *Sexuality*
- *National Origin*
- *Socioeconomic status*
- *(Dis)ability*
- *Language*
- *Religion*
- *Age*
- *Physical Appearance*
- *Intersections of these identities.*



HISTORY OF DISCRIMINATORY LAWS IN THE U.S.



1849	+	California Constitutional Convention; Called by Governor Riley to draft the first California Constitution; decided not to allow slavery in California because they did not want southerners
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1887	\$	Bayonet Constitution in Hawaii; King David Kalakaua, the last reigning monarch of Hawaii, was forced at gunpoint to sign a constitution drafted by white businessmen that stripped the monarchy of much of its power; changed voting rights in the kingdom -- only men of Hawaiian, American, and European ancestry who met certain financial requirements could vote; disenfranchised thousands of Asian voters, and opened voting to thousands of non-citizens.
1890	*	Wounded Knee massacre of Native Americans by US Army
1893	+	Queen Liliuokalani is deposed in an overthrow of the Hawaiian monarchy by a group of American businessmen, led by Sanford B. Dole.
1896	*	Plessy V. Ferguson: upholds "separate but equal" doctrine among Blacks and Whites in public facilities
1901	\$	US citizenship granted to the "Five Civilized Tribes"

1934	@	Federal Housing Administration (FHA) created in part by the National Housing Act of 1934; The mortgage lending system we still use today was created and enabled the White masses to purchase homes while denying home loans to Blacks, other people of color, and non-Christians. The FHA took advantage of racially restrictive covenants and insisted that the properties they insured use them. Along with the Home Owner's Loan Coalition (HOLC), a federally-funded program created to help homeowners refinance their mortgages, the FHA introduced redlining policies in over 200 American cities. 1934-1968 FHA mortgage insurance
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1972	%	Lau v. Nichols; Supreme Court rules that school programs conducted exclusively in English deny Equal access to education to students who speak other languages; determines that districts have a responsibility to help students learn English
1972	*	Title IX, a portion of the US Education Amendments of 1972; No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance
1973	%	San Antonio Independent School District v. Rodriguez; Texas case where Parents of students in a Texas school district argued that the school finance system in Texas, which relied on local property tax for funding beyond that provided by the state, disadvantaged the children whose districts were located in poorer areas. Unlike the state court in Serrano v. Priest, the Supreme Court found that the system did not violate the Equal Protection Clause after determining that the system did not intentionally or substantially discriminate against a class of people.

HISTORY OF EQUITY @ MSJC

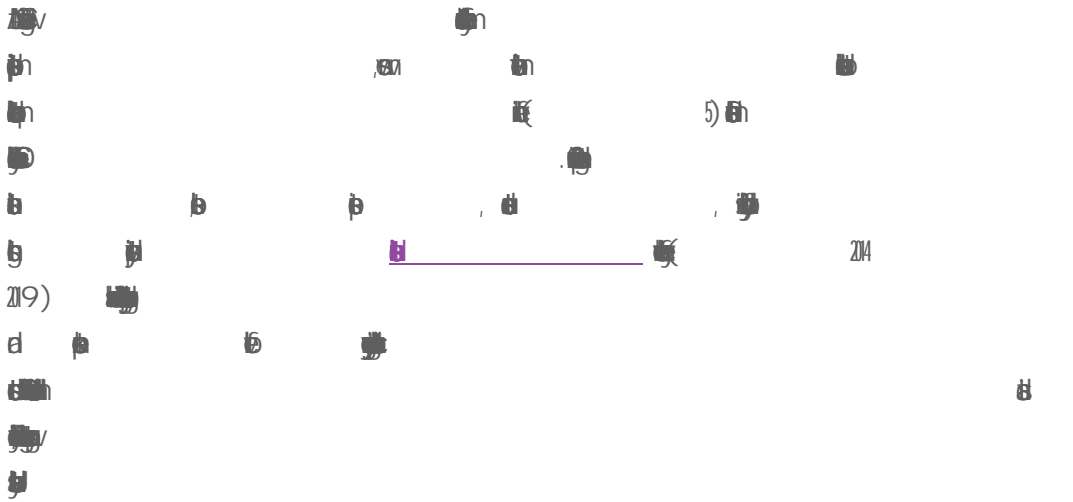
A Brief History of Student Equity Planning and Reporting at MSJC



Timeline of Equity Milestones @ MSJC

Timeline of Equity Milestones @ MSJC

HIGH PRIORITY STUDENTS @ MSJC



Performance Indicators

Access - Successful Enrollment

African American	Hispanic	Native American	Pacific Islanders	Bisexuals	DACA/ Undocumente	DSPS	Foster Youth	Homeless
			X		~			

¾ We believe in confronting our own beliefs about achievement gaps

Cultural Humility

THE MSJC EQUITY PLEDGE

Pledge and Commitment to Promoting Diversity, Inclusion and Equity @ MSJC

The MSJC Equity Pledge is a
statement of our commitment to
promote diversity, inclusion and equity
in all our programs, services and
operations. We are committed to
creating a safe and inclusive
environment for all our students,
employees and community members.
We will continue to work together
to ensure that everyone has the
opportunity to succeed.

www.sjti.org

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Social Justice Training Institute (SJTI) [b//b](#)



www.sjti.org

b



www.sjti.org

Teaching Tolerance [b//b](#)



www.teachingtolerance.org

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The National SEED Project [b//b](#)



www.nseedproject.org

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