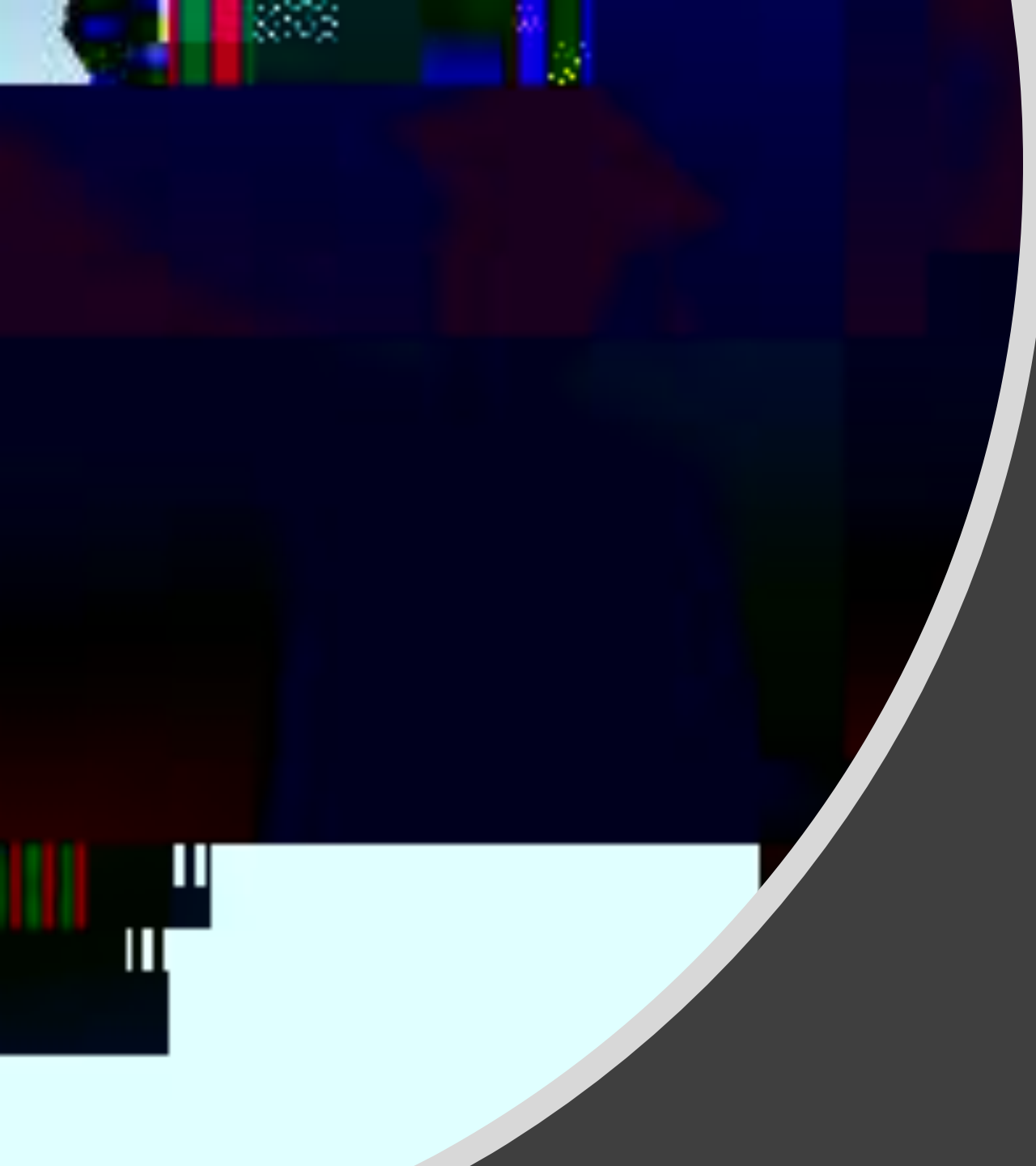



| | | | | | | | |
|-------------------|---|---|--|---|--|---|---|
| [REDACTED] | | | | | | | |
| African American | | X | | X | | X | X |
| Hispanic | | | | | | | X |
| Native American | | | | | | X | X |
| Pacific Islanders | X | X | | | | | |
| Bisexual | | | | X | | | |
| DACA/Undocumented | ~ | ~ | | ~ | | ~ | ~ |
| DSPS | | | | | | | X |
| Foster Youth | | | | | | X | X |
| Homeless | ~ | ~ | | ~ | | ~ | ~ |



www.msjc.edu/equitypledge



We, the Mt. San Jacinto College Faculty, Classified Professionals, and Administrators, acknowledge there are systemic barriers that have historically excluded and prevented equal outcomes for students on the basis of:

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

Therefore, we define equity as an investment and commitment to achieving parity in academic outcomes by removing institutional barriers and creating an inclusive and culturally affirming learning environment. As such, we are dedicated to challenging our perceptions, biases, and blind spots through self-reflection and constant inquiry to identify and eliminate equity gaps and reinvest in our communities. Our purpose is to celebrate diversity, instill hope, and empower our students to transform their lives and those around them.

DRAFT
Resolution of the Board of Trustees
Mt. St. Joseph

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

(11)

Immediate Equity Actions

Faculty, Professionals and Students

Action: Centering the Voices of our African American and Black Leaders

Faculty, Professionals and Students

Faculty, Professionals and Students

Faculty, Professionals and Students

Faculty, Professionals and Students

Faculty, Professionals and Students

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Faculty, Professionals and Students

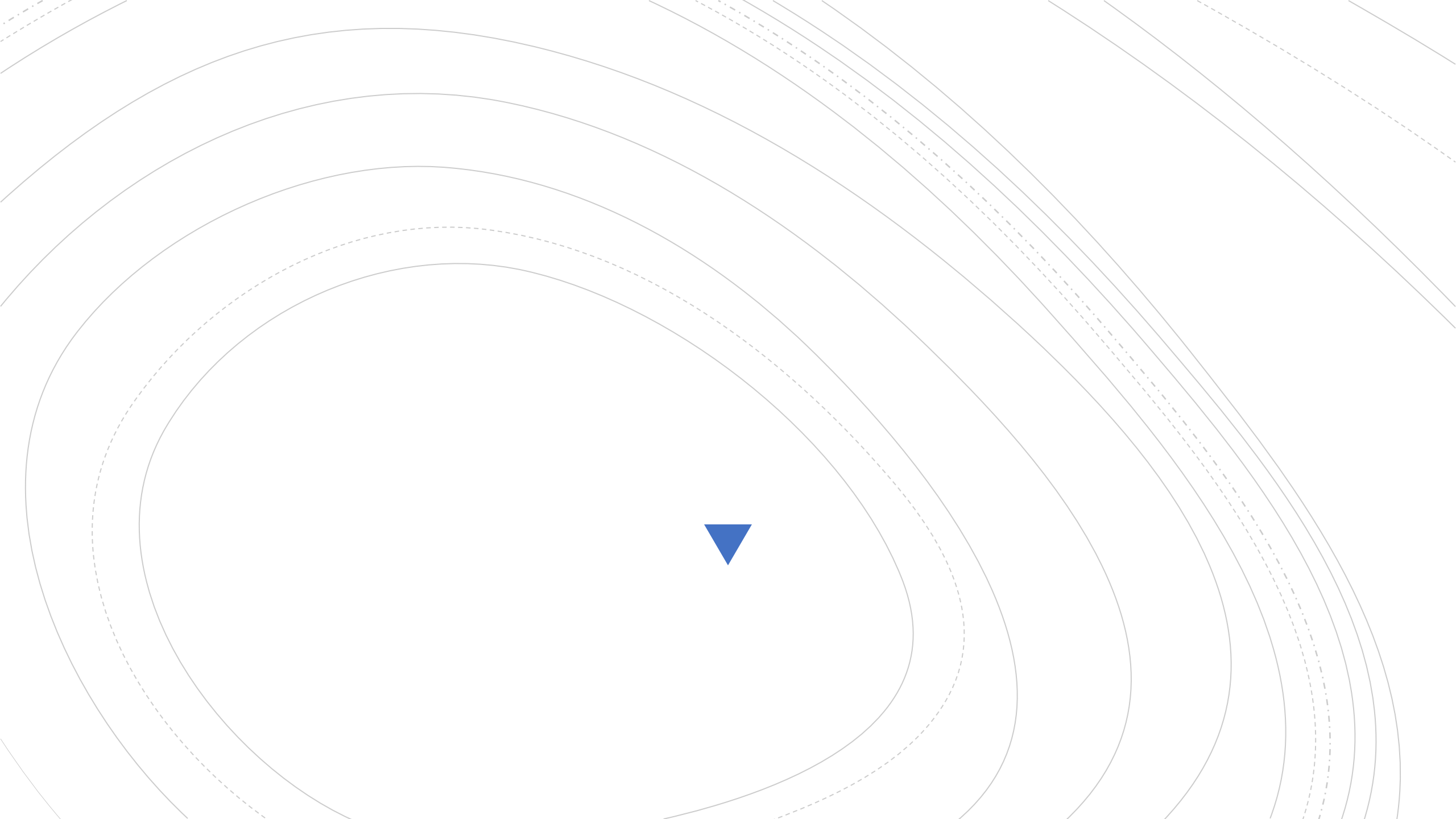
Faculty, Professionals and Students

Faculty, Professionals and Students

Faculty, Professionals and Students

Faculty, Professionals and Students

Faculty, Professionals and Students





- Disrupt and dismantle racist systems and mindsets that permeate our institution and communities as we work to progress as an equity and justice-oriented organization
- Support and prioritize the creation of anti-racist policies and procedures to eradicate barriers associated with access, enrollment, completion, transfer, and retention for our highest priority students, our African American and Black student body
- Dismantle racial inequities in institutional policies, procedures, and practices that are impacting the (1) success and achievement of our highest priority students, (2) hiring, retention and promotion of professionals of color, (3) alignment of the institution with its mission, vision, and values



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- Identify, implement, and support high-impact practices that embrace the concepts of equity and diversity to encourage the equitable participation of all students
 - Expand open educational resources (OER) to ensure equal access to high quality instructional materials for highest priority students to achieve their academic goals
 - Increase and assess diversity-rich learning curricular and co-curricular experiences that raise students critical self-awareness and cultural competency, increase understanding of global diversity, and encourage engagement in the greater community
 - Build institutional capacity to implement equitable and inclusive teaching practices in all learning modalities through continual professional development
- Develop and integrate community-based, social change oriented curriculum into educational and career pathways
 -



Objectives:

- Strategically design enrollment management and student retention plans to optimize district allocations through the Student Centered Funding Formula
- Review, evaluate, and revise policies and procedures to improve educational equity



Objectives:

- Prioritize and allocate capital outlay resources at all campus locations to