

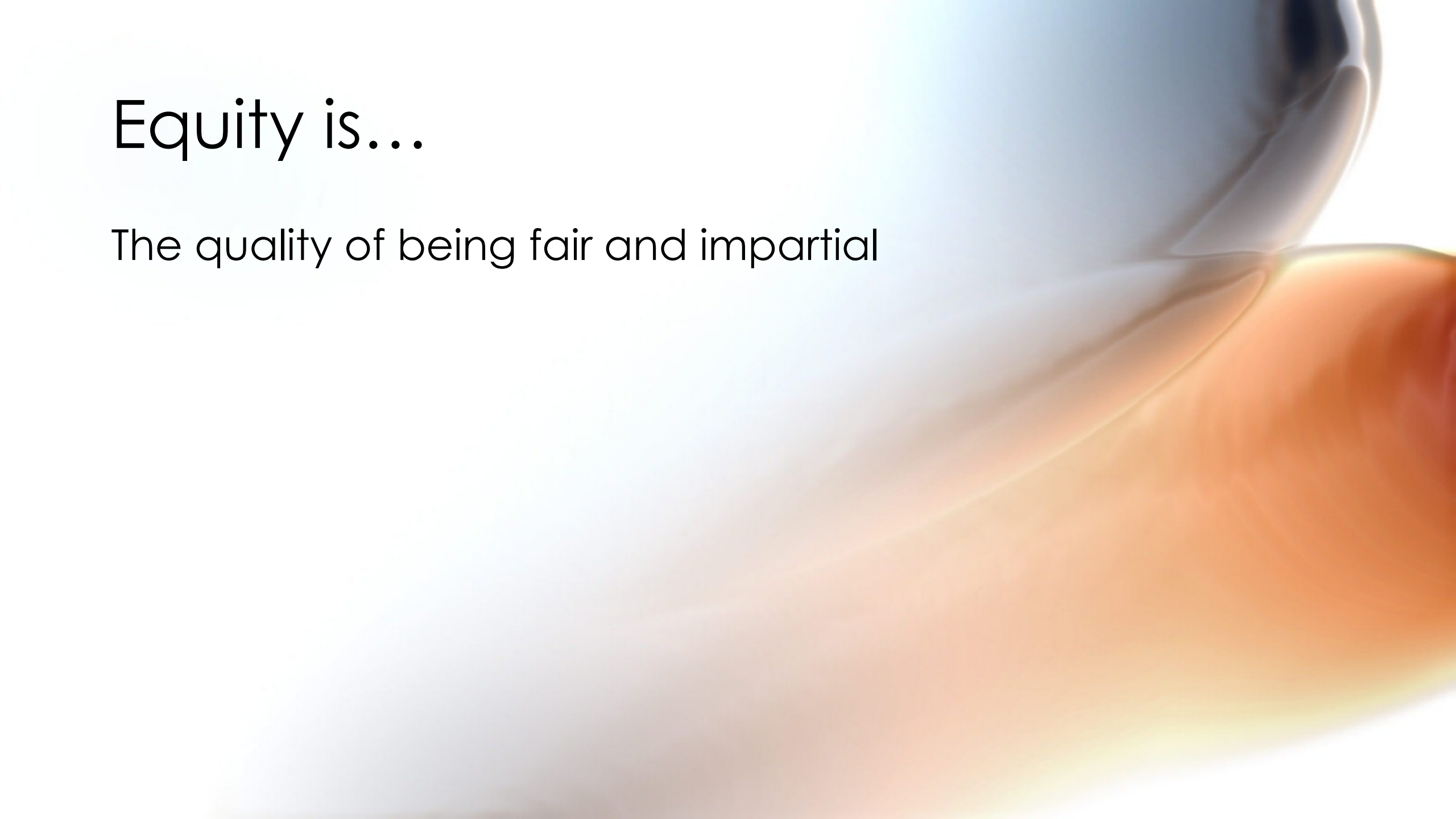


# Designing the Merritt Equity Lens

Denise Richardson, Ed.D.  
Acting Vice President of Instruction

# Equity is...

The quality of being fair and impartial

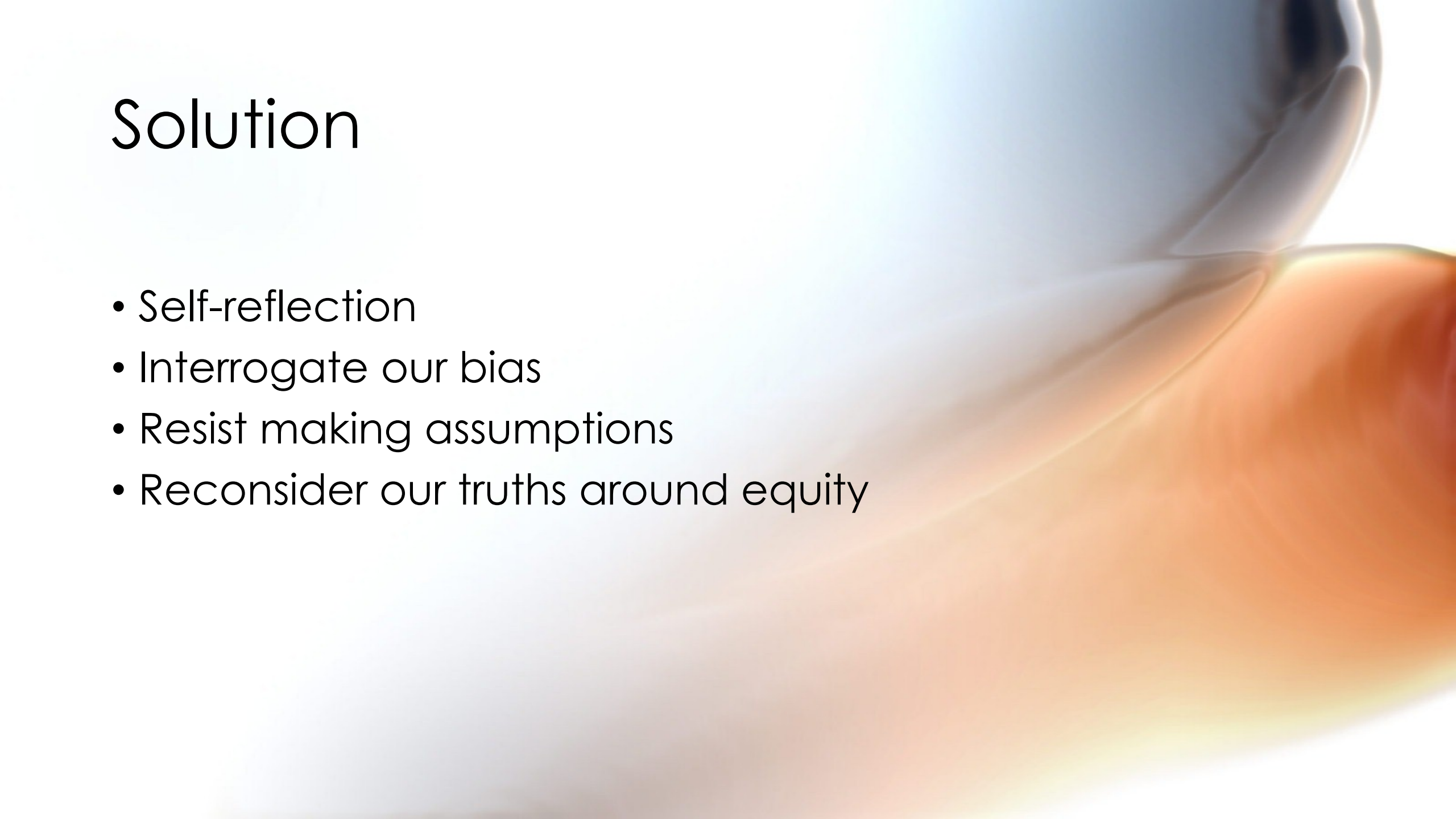


# Problem

- How do we agree on what fair and impartial means?

# Solution

- Self-reflection
- Interrogate our bias
- Resist making assumptions
- Reconsider our truths around equity

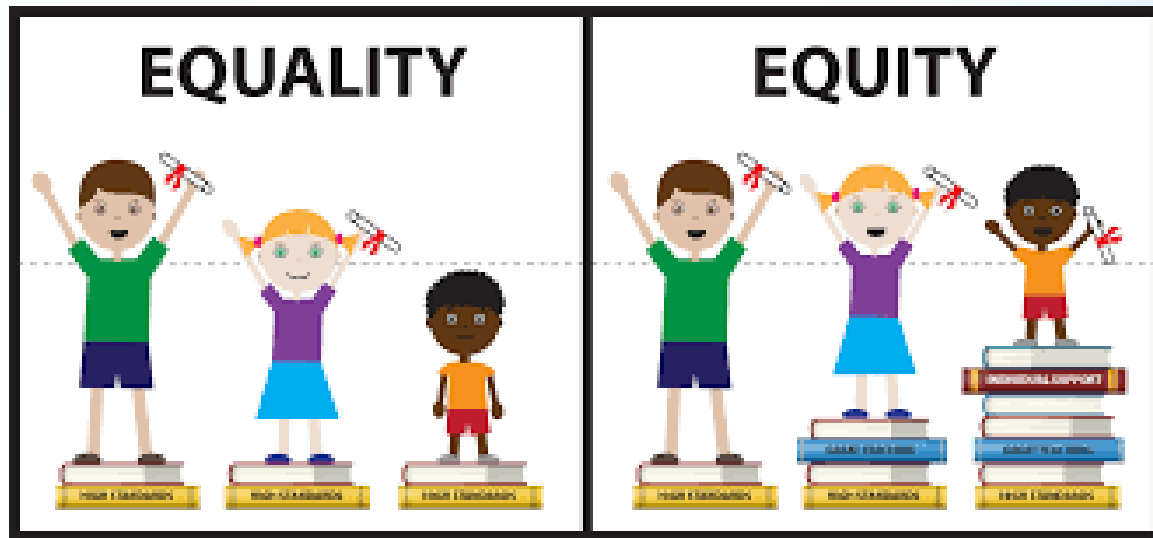


A close-up, artistic photograph of a glass filled with a golden liquid, possibly whiskey, with a blurred background. The glass is tilted, and the liquid is captured in a dynamic, flowing state. The lighting is soft and warm, highlighting the texture of the glass and the color of the liquid. The background is a mix of light and dark tones, creating a sense of depth and focus on the glass.

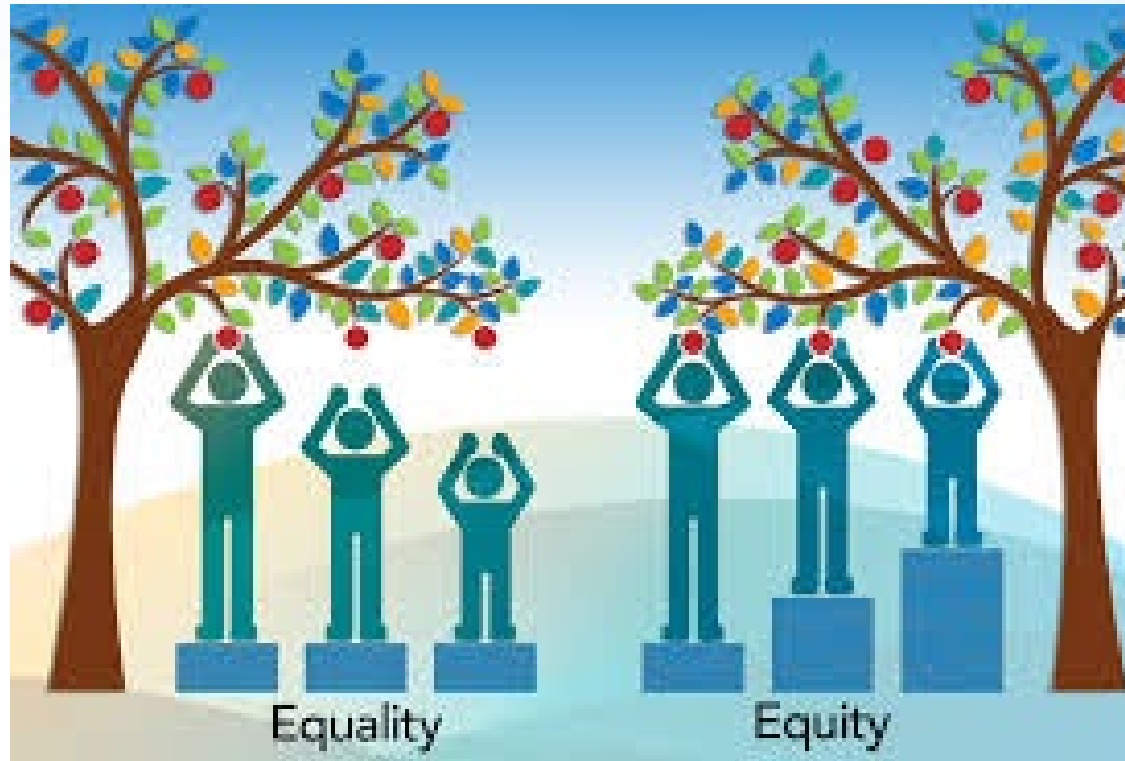
Equity in pictures



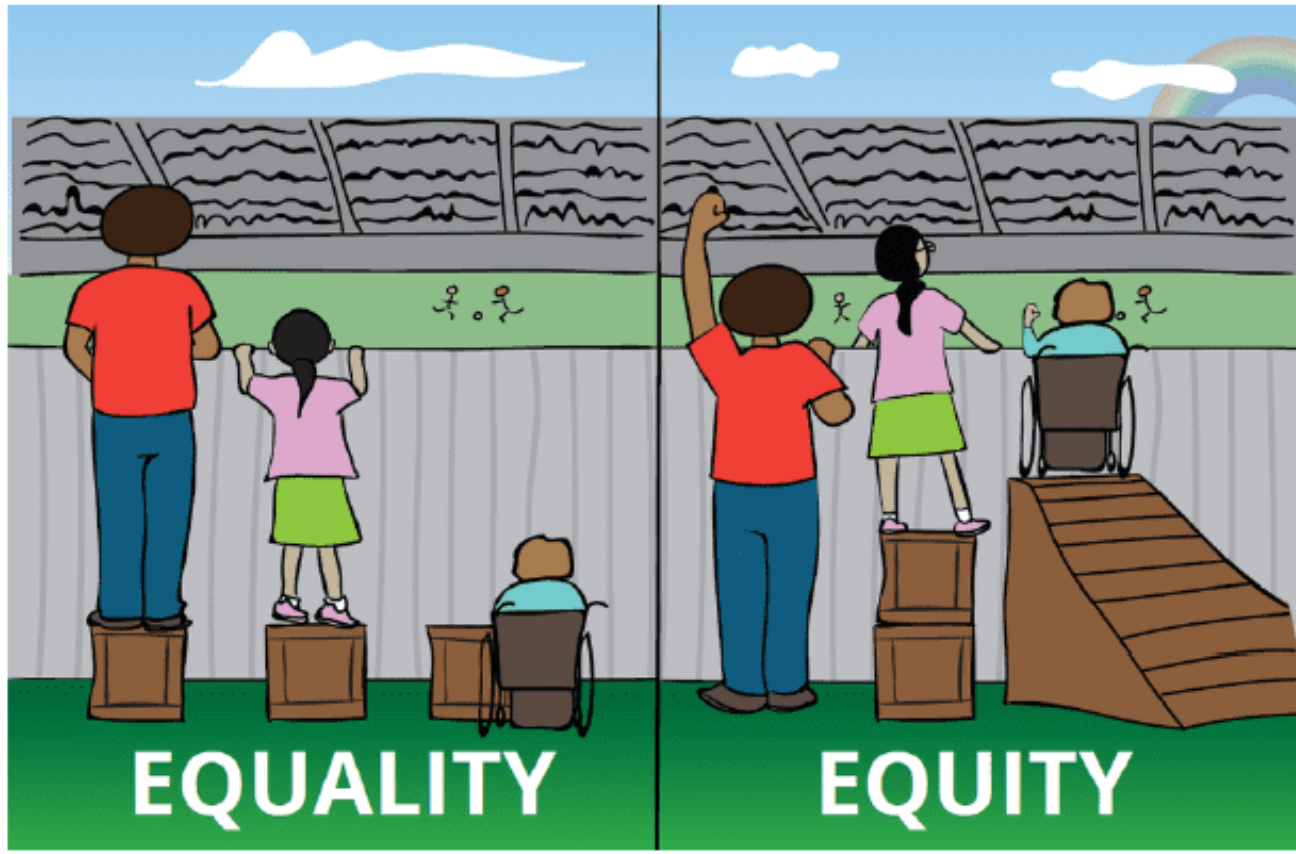
# What's wrong with this picture?



# Equity



# Equity





# The Process Begins - Equity at Merritt

How do we build consensus on what equity means for Merritt College?

Process of Elimination?

What equity is not:

- Not equality
- Not lumping all members of a particular group together
- Not lowering expectations for students
- Not lowering standards of education

# Building the Lens

What can we all agree on about equity?

- All students
  - deserve to be respected based on who they are as individuals
  - deserve to gain access to the education they are seeking

# Refining the Lens

What does Merritt's culture of equity look and feel like for students?

- Cultivating a greater sense of belonging for students, faculty and classified staff through inclusion
- Reevaluating instructional approaches, pedagogy, andragogy (adult learners)