



Merritt College puts students first. Through our rich educational programs, we foster a culture of equity and inclusion that empowers students to achieve their greatest potential and make meaningful contributions to their respective communities and our global society.

EQUITY

Fall Planning Summit
September 17, 2021

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EQUITY STATEMENTS



STATEMENT # 1

Putting students first in the educational process includes finding and promoting a better way to achieve success. For Merritt College, the goal is to achieve a climate of equity, inclusion, and social justice while embracing our rich diversity.



STATEMENT #2

Achieving educational equity is a primary objective of Merritt College. The institution regularly assesses and prioritizes the academic and personal support needs of its diverse community. The research is used to inform approaches and initiatives that are adopted to maximize student success and completion for all students. Staff, faculty, and administrators engage in on-going equity-focused professional development to improve the student learning experience and address disproportionate impact..



STATEMENT #3

Because we know that it is possible if we do this together, we will commit to developing and sustaining an educated population encouraged and prompted by faculty, staff, and administrators who choose to put students first. Together we will close the ever-widening achievement gap by recognizing, facing head-on, and addressing those disparities that leave students behind, and we will work diligently to call out oppressive systems and change them. We recognize these systems as structural and cultural, and we know the damage imposed on individuals that impede their progress and stability when attempts are made in earnest to take part in our global society; we will build a college community of practice, success, and achievement regardless of race, gender, or ethnicity.



STATEMENT #4

Believing that it is our obligation to our students to confront societal racism and discrimination, we commit to the intentional and relentless application of equity and social justice as we cultivate academic excellence, self-determination and informed civic engagement.



PLEASE PROVIDE FEEDBACK ON THE
EQUITY STATEMENTS YOU JUST
HEARD...

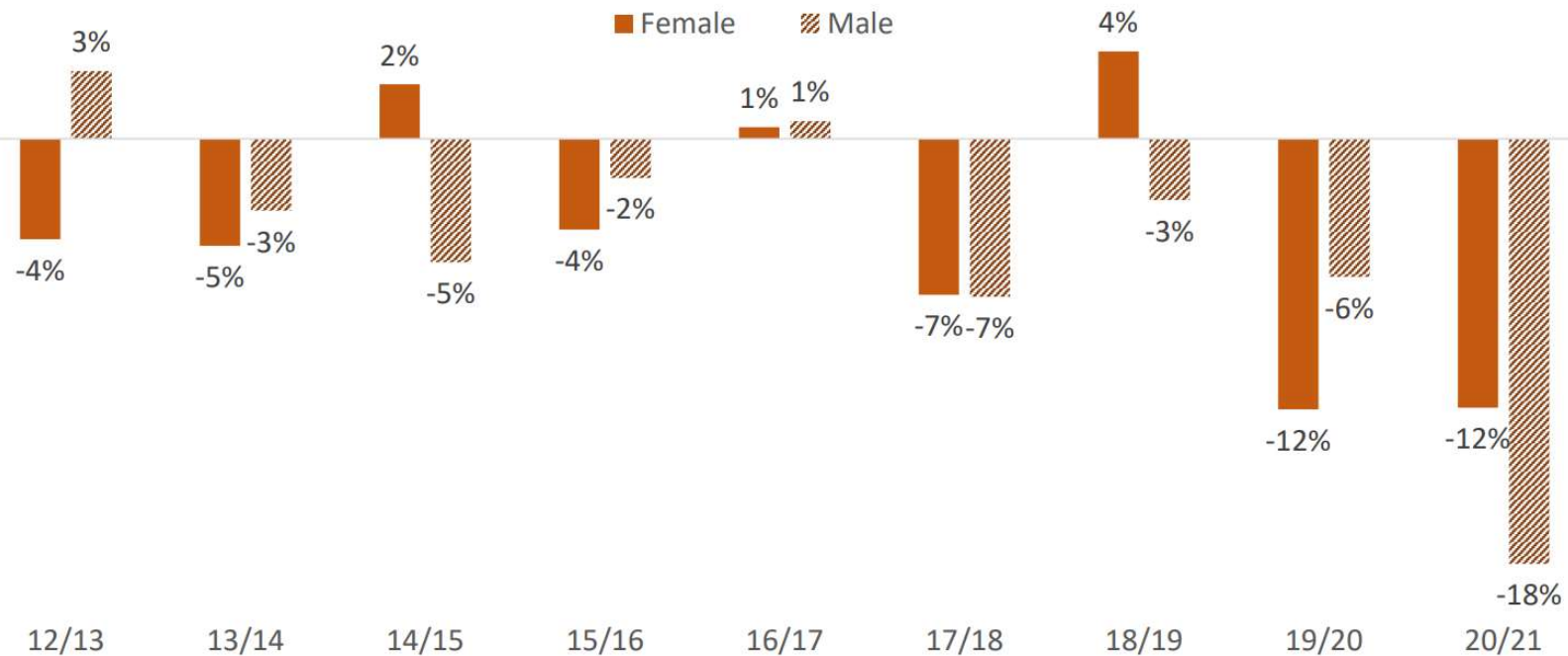
- <https://www.surveymonkey.com/r/CCCQL9X>



DATA ON INEQUITABLE OUTCOMES

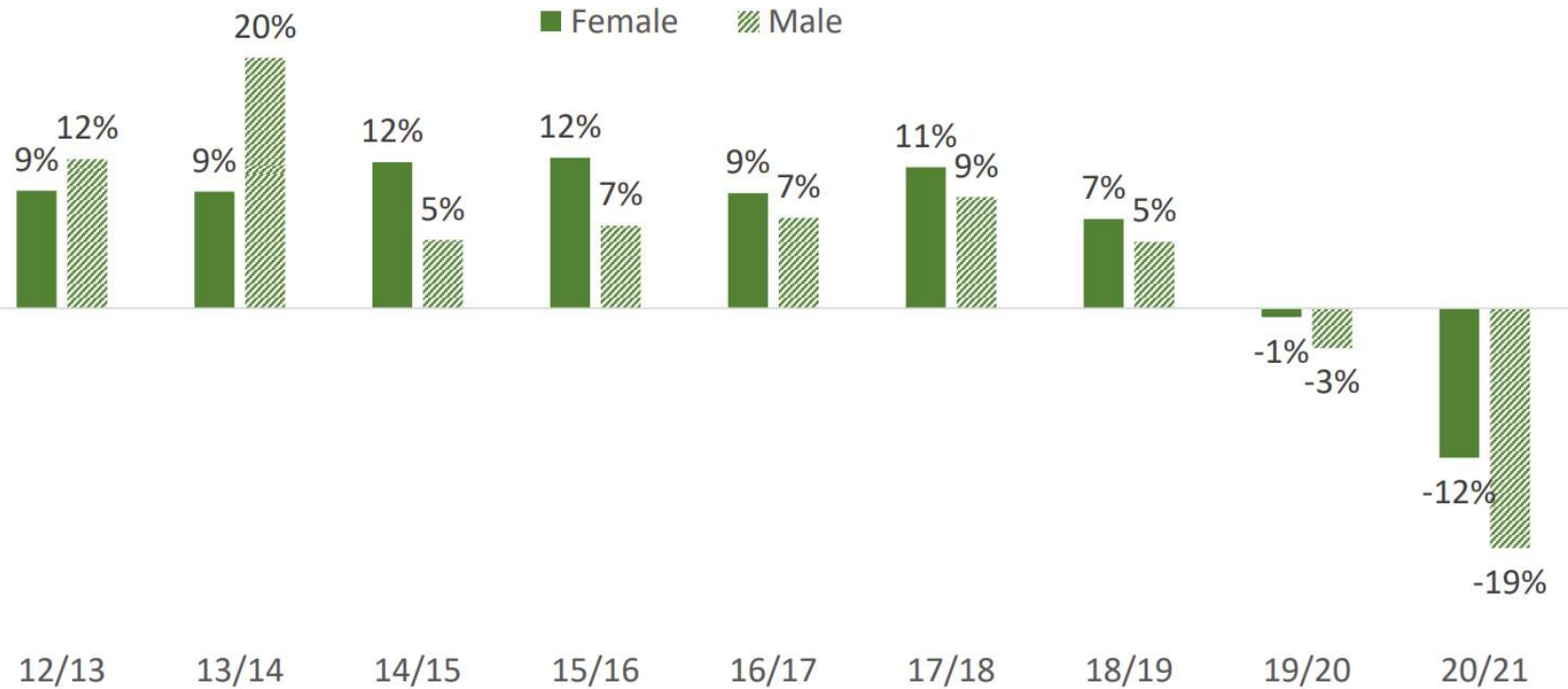
Black/African-American Students: Year-over-Year Pct. Change in Headcount Enrollment, by Gender*

Figure 7

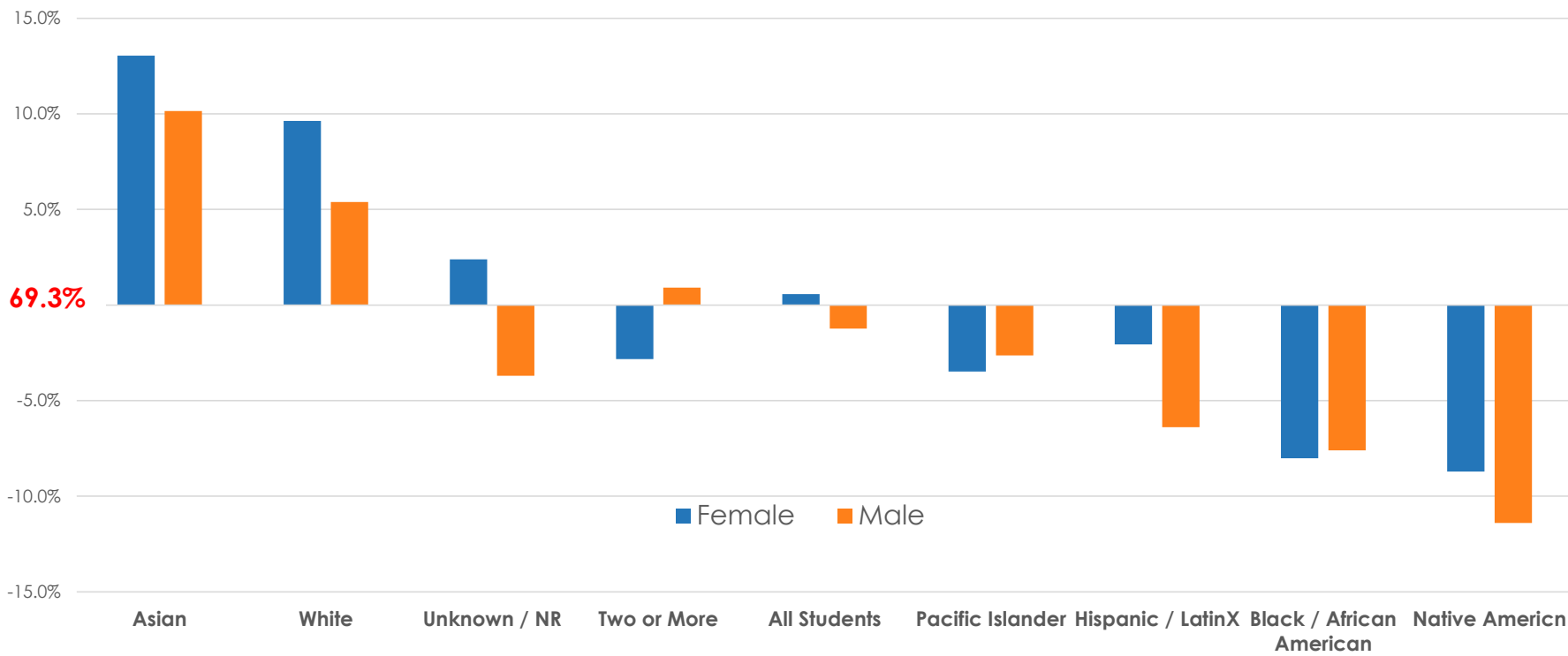


Hispanic/LatinX Students: Year-over-Year Pct. Change in Headcount Enrollment, by Gender*

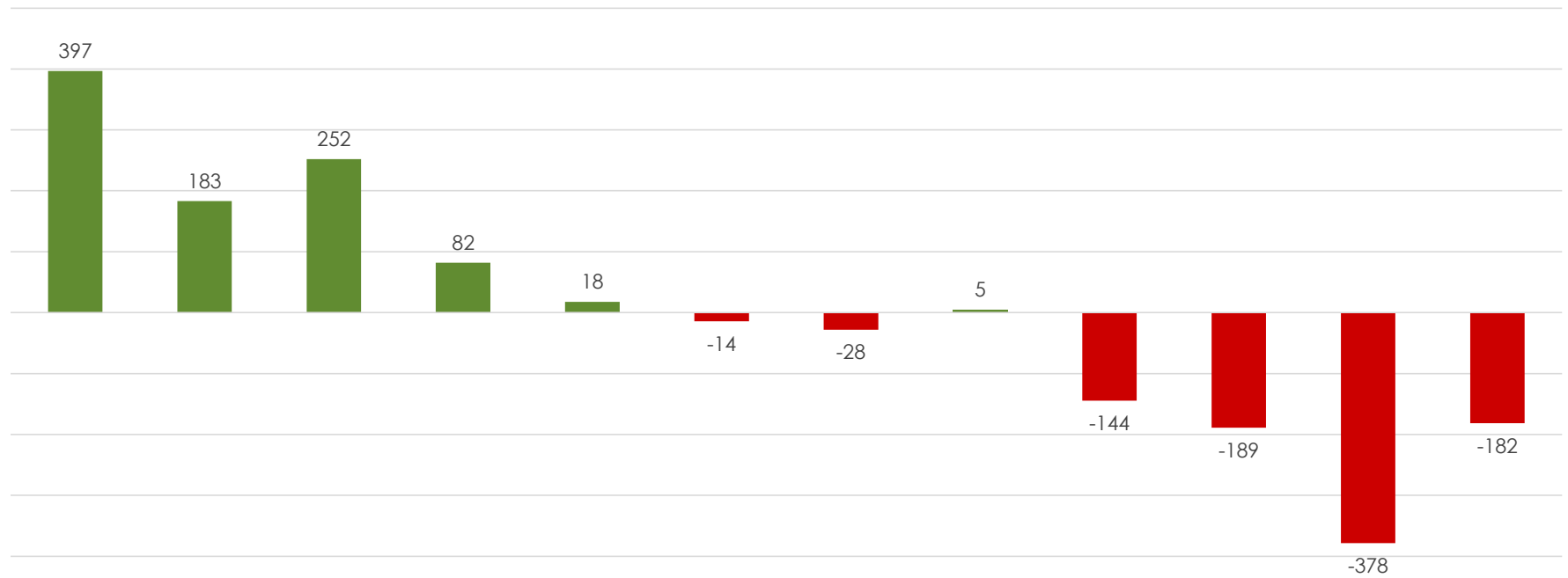
Figure 8



Course Success Rate by Race/Ethnicity and Gender Relative to Overall Mean



Differences in Course Success Rate Expressed as Avg. Number of Enrollments per Year



Female Asian	Male Asian	Female White	Male White	Female Unknown / NR	Male Unknown / NR	Female Two or More	Male Two or More	Female Hispanic / LatinX	Male Hispanic / LatinX	Female Black / African American	Male Black / African American
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WHY THIS MATTERS



TO YOU:

- What are our equity challenges at Merritt?
- What are our equity strengths at Merritt?
- How do you show up for equity to support students?
- What are you willing to do to move the needle?



**IN YOUR OWN WORDS...
POST YOUR THOUGHTS ON
PADLET
(POSTINGS ARE ANONYMOUS)**

<https://padlet.com/npellegrin/32lw806jes71zski>



REPORT OUT AND NEXT STEPS