

USC Race and Equity Center

Southwestern Community College, Equity Institutes

SUBMITTED TO

Dr. Kindred Murillo, *President*

Janelle Williams, *Professional Development Coordinator*

The USC Equity Institutes aim to bridge a specific gap: professionals often ascend to leadership roles without having had a proper course of study on how to effectively address persistent and pervasive racial problems, how to responsibly act in periods of racial crisis, or how to achieve racial equity. The USC Equity Institutes enable institutional leaders to achieve long-term, significant, and sustainable organizational change.

The Institute consists of a 4- or 8-week program in which expert faculty provide instruction to 20 participants per Equity Institute across a customized 8-module curriculum.

Institutes focus on opportunities and challenges pertaining to equity, diversity, assessment, accountability, leadership, organizational change, and learning. Southwestern Community College's institutional leaders will benefit from substantive engagement with faculty and colleagues during and beyond the 4- or 8-week virtual classroom experience.

Institute Structure

The USC Equity Institute accommodates senior-level executives and working professionals by leveraging the successful format of virtual, executive-style learning programs. Southwestern Community College's participants will attend courses through our customized, synchronous online learning portal, in which they are able to engage virtually using web cameras on their home and office computers. The program intentionally uses collaborative and reflective learning models from a national community of educators to aid educational problem solving. Using webinar style lectures, one-on-one and small group breakouts, and open portal access throughout the program, participants can seamlessly receive instruction, collaborate with one another, and schedule virtual group meetings between class sessions. Following completion of the program, graduates are provided access to virtual communities of practice to remain connected to one another, institute faculty, and educational resources.

Curriculum and Instruction

The curricular plan for each Institute is developed by the co-directors of the USC Race and Equity Center and administered by a curated list of institute faculty from top schools of education and other leading educators, policy-makers, and practitioners throughout the country.

While the overall objectives of each Institute are developed here at USC, each faculty member is given liberty to deliver against the objectives in their own unique pedagogical style.

Learning Strategy

- Introduce participants to topics, frameworks, evidence-based readings, books, and practical tools on racial equity
- Create space for colleagues to talk honestly with each other about seemingly explosive racial topics
- Leverage the expertise of USC Race & Equity Center researchers and faculty affiliates, as well as highly respected others in our network
- Cultivate cohorts of equity-minded colleagues and collaborators
- Teach participants how to strategically achieve racial equity, inside and outside of the classroom
- Create sustainable projects that build on and outlive a short-term professional development experience. Four teams design racial equity projects to be sustained after the Institute. Equity Institute faculty offer guidance and feedback.

Assessment and evaluation

- Formal quantitative evaluation following each individual module, and a comprehensive evaluation at the end of the 4-week experience.
- Virtual focus groups two months after the Institute ends that focus on the launch of each team's racial equity project.
- Formal quantitative evaluation one year after the Institute that focuses on individual-level progress and institutional-level change. Plus, virtual focus groups that focus on each team's racial equity project.
- Assessment data from the four equity projects.

Partner responsibilities

- The campus partner is primarily responsible for enrolling up to 20 stakeholders from across the institution to participate in each Institute. In addition, the campus partner would need to determine up to four (4) equity-related projects on which Institute participants will collaboratively work during the 4-week institute.

Program Completion

Institute participants will receive individual, authentic University of Southern California Rossier School of Education executive leadership certificates, signed by the executive director of the Center and director of the Institutes, upon completion of the Institute.

Modules

The Equity Institutes Director will work with a campus-based contact to identify and select 8 modules that are contextually appropriate from the following menu:

Talking about Race, Racism, and Racial Inequities
Understanding and Navigating Identity as Faculty

Enacting Race-Conscious Leadership in Higher Education
Measuring, Understanding, and Confronting Implicit Bias
Making Curricula Inclusive and Culturally Responsive
Leading in Moments of Racial Crisis
Managing Institutional Responses in Times of Racial Crisis
Responding to Campus Unrest and Student Protest
Improving Campus Racial Climates
Assessing Racial Equity and Disaggregating Data

Gender Equity and Inclusion On-Campus
Cultivating Trans Inclusive Campus Environments

Classroom Incivility and Productive Conversations about Race
Reducing Microaggressions in the Classroom
Reducing Stereotype Threat in the Classroom
Reducing Implicit Bias in the Search and Hire Process
Inclusive Pedagogy and Classroom Transformation

Recruitment, Selection, and Retention of Diverse Talent
Resolving Racial Tensions in the Workplace
Recruiting, Retaining, and Supporting Employees of Color
Planning and Strategic Action for Racial Equity
Messaging Commitment to Equity and Inclusion

Dismantling Persistent Equity Problems in STEM

Cost

The cost for each Institute is \$30,000

Institute 1: President's Council

Institute 2: Shared Consultation Council

Total cost: \$60,000

Timeline:

The Institutes will be conducted after the results of the Climate Study have been shared with the campus. (Estimate timeframe: March and April, 2018)

Contact

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