

The Societal Education for Equity Challenge A Presidential Initiative

Advocacy

Recognition

Transformation

Unity of Purpose

Call to Action Latinx, Black-African American, Indigenous Equity and Racial Justice: Four Campaigns

1. **Advocacy:** Give voice to campus and societal student advocacy for equity and racial justice through training and action to raise the impact of student voices and train future leaders.
2. **Recognition:** Strengthen campus visibility of ethnic/racial societal contributions and create a culture of validation and confidence for Latinx and Black-African American students.
3. **Unity of Purpose:** Unite diverse groups around a unifying purpose of shared values by creating SEEC mission, vision, and core values and a series of town halls and unifying activities for supportive functions such as Title V, equity, support cohorts, and academic support centers.
4. **Transformation:** Transform intuitional and intergroup bias into equitable practice including campus employment, communication, discipline, curriculum, and resource allocation.

Why Education?

Advocacy, promotion, and changes in self-identity and behavior are learned processes and actions. This Call to Action is to create Mt. SAC as a learning community and an experiential learning laboratory for these four pillars of achieving equity and racial justice.

Initial Commitments

1. Create Centers to provide a base for leadership, offices, and gatherings to build relationships and provide training, and for internal and external communication.
 - El Centro Latinx Center in Building 26D 3rd Floor.
 - Usawa¹ Black-African American Center in Building 6 former POD Center.
2. Provide a Director and Faculty Coordinator (appointed by Academic Senate) in each Center.
 - Reporting of Director to President and Coordinator to Academic Senate.
 - Advisory structure and role to be determined and consisting of managers, faculty, staff, and students (proposed name is Fa'amatai²) serving also as the inspiration for governance.
3. Expand the ARISE Program and add institutional support to supplement Federal Title V grant.
4. Create a Native American Program with institutional support.

Suggested Reading

Race 2020, The Perception Institute ([link](#))

It will take a lot more than diversity training to end racial bias in hiring ([link](#))

Closed Doors, Opportunities Lost: The Continuing Costs of Housing Discrimination³

The Impact of Education on Intergroup Attitudes: A Multiracial Analysis ([link](#))

Improving Intergroup Relations in Higher Education: A Critical Examination of the Influence of Educational Interventions on Racial Bias ([link](#))

The Effects of Education on Beliefs about Racial Inequality ([link](#))

Paying Attention to White Culture and Privilege: A Missing Link to Advancing Racial Equity ([link](#))

Social Emotional and Academic Development Through an Equity Lens-August ([link](#))

¹ Usawa is a suggested name only. The meaning in Swahili is “equality” or “balance.”

² Fa'amatai is the key socio-political system of governance and way of life (fa'a Samoa) in Samoan culture. Inherent in the fa'amatai system is the welfare and well-being of the extended family

³ Yinger, John. Closed Doors, Opportunities Lost: The Continuing Costs of Housing Discrimination. Russell Sage Foundation, 1995. JSTOR, www.jstor.org/stable/10.7758/9781610445627. Accessed 5 Aug. 2020.