

LANE COMMUNITY COLLEGE CAMPUS & COMMUNITY CONVERSATION KIT

LANE'S EQUITY LENS



So What is an Equity Lens, Anyway?

We're glad you asked!

Lane's Equity Lens will be used to reassess systems and decision-making to achieve access, equity, and inclusion on a college-wide level. Identifying inequities and biases within our community is an important step toward achieving our Diversity core value. Lane is committed to creating a respectful, inclusive, and accessible working and learning environment for all students and employees. We recognize that inequities must be addressed at the individual, institutional, and systemic levels in order to achieve a truly inclusive and welcoming community. Identifying disparate treatment within our community will allow the college to "see" ourselves in new ways—through the equity lens.

Lane is in good company with the many other educational institutions and public agencies that have chosen this model, including 4J and Bethel school districts, Oregon Department of Education, Multnomah County, PSU, the State of Oregon, and many others.

GET INVOLVED!



ATTEND AN ALL-CAMPUS FORUM

- * Thurs, Sept 21 at Fall In-service
- * Wed, Oct 18 from 3-4:30 in LCC 4/106
- * Thurs, Oct 26 from 3-4:30 in LCC 4/104



COMPLETE A SURVEY ABOUT YOUR EXPERIENCE AT LANE

available from Sept 21 to Nov 1 at www.lanecc.edu/conversation



JOIN THE CONVERSATION ONLINE

visit www.lanecc.edu/conversation or send us an email: equity@lanecc.edu

How Will the Equity Lens Impact Me?

There are two major reasons to pay close attention to Lane's Equity Lens work:

First, the equity lens project will allow us to identify and understand inequities in opportunities and outcomes in our community. If you believe you've experienced or witnessed bias in any form at the college, we want to be sure that your experiences can be addressed.

Second, Lane's Equity Lens will have a significant impact on all areas of the college in the months and years ahead. Learning more about the concept of the lens will help you apply it more effectively within your work area.

WE NEED YOUR HELP!

Lane's Equity Lens will be unique, because it will address inequities and biases in our unique community. That's why your experience is so important to the formation process—we really can't do this without you. You don't need to be an expert in diversity or equity to participate. YOU are the best expert on your personal experience and perspectives, and that's exactly why we want to hear from you.

Get Involved: Stage 1

Fall 2017 inservice

Introduction of collaboration and feedback process, college-wide survey tool, and initial Building Equity Together forum discussion

Employee and Student Experience Survey

Available **September 21-November 1, 2017**

Watch for an email in late September, or go to the website:

www.lanecc.edu/conversation

Building Equity Together Forums

Facilitated by members of Diversity Council and open to all students and employees

Thursday, Sept 21 at Fall In-service

Wednesday, Oct 18 from 3-4:30 in LCC 4/106

Thursday, Oct 26 from 3-4:30 in LCC 4/104

October forums will be available for online participation through a link on the website:

www.lanecc.edu/conversation

Focused Forums and Guided Conversations

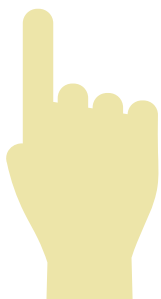
With outside facilitator Phil Nash

Thursday and Friday, October 19 and 20

(More information available in October)

STAGE 1

College-Wide Feedback and "Access Creation" year



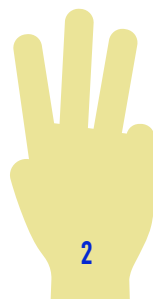
STAGE 2

Rollout and assessment of Access components + "Equity Creation" year



STAGE 3

Rollout and assessment of Equity components + "Inclusion Creation" year



STAGE 4

Rollout and assessment of Inclusion components + prepare for holistic assessment



STAGE 5

Holistic assessment of Equity Lens + revisions based on assessment



DIG DEEPER

Many universities, K-12 districts, and public agencies have adopted the equity lens concept, so we have a wealth of examples available as we as we begin to shape Lane's Equity Lens.

We invite you to learn more about equity lenses and their application at other institutions and organizations. Please check out the conversation kit website for much more information at www.lanec.edu/conversation

On the conversation kit website, you'll find:

- ▶ guiding questions and a stakeholder list drafted by Diversity Council in the initial stages of Lane's Equity Lens work,
- ▶ information about Phil Tajitsu Nash, an external facilitator who is assisting us with this work and will be facilitating focused group forums in October, 2017, and
- ▶ glossaries, articles and resources to help you explore the equity lens concept.

Our Vision

Through a framework of social justice, the Equity Lens helps us to acknowledge the existence and causes of systemic inequity at Lane. It provides opportunities for intentional healing, reconciliation, and empowerment. Honest, transparent, and consistent use of this lens enables the campus to create a culture of accountability and empower all members of our community.

Framework for Action

Our equity lens work will help us develop a set of principles that sustain the institution in a way that ensures access, equity, and inclusion at all levels. To accomplish this, our work will focus on:

- ▶ Impacts of actions and decision-making
- ▶ Illuminating and alleviating disparities experienced by underserved and underrepresented groups
- ▶ Expanding opportunities
- ▶ Transforming the community through healing and nurturing
- ▶ Recognizing and bridging gaps of understanding and communication
- ▶ Facilitating inclusive collaboration
- ▶ Empowering all members of the college community to participate in this work
- ▶ Encouraging personal and professional growth for all members of the community
- ▶ Ensuring accountability in the consistent implementation of the lens
- ▶ Building inquiry and assessment into all college systems at every level
- ▶ Expanding beyond traditional diversity-work-stakeholders to include other voices and other communities
- ▶ Increasing recruitment and retention of staff and students who are supportive of equity lens work
- ▶ Developing a set of principles that sustain the institution in a way that ensures access, equity, and inclusion at all levels

MEET THE TEAM

Creation of Lane's Equity Lens is intended to be a collaborative and inclusive process, capturing the experience of as many community members as possible. Initial framework of Lane's Equity Lens has been led by current members of Diversity Council, with the assistance of many stakeholders across campus who participated in visioning and work sessions throughout Spring, 2016.

Dennis Carr
LynnMarie Chowdhury
Greg Evans
Kristin Gustafson

Al King
Deborah Butler
Mark Harris
Sarah Lushia

Drew Viles
Rosa Lopez
Gina Szabady
Dean Middleton

Definitions

The terms we use to describe the equity lens are part of a movement toward the more descriptive, aspirational ideals of access, equity, and inclusion and away from vague, diversity-focused language.

Access ensures that individuals from a broad range of backgrounds can gain access to public institutions, spaces, and services, and have full participation in political, social, economic, and cultural life.

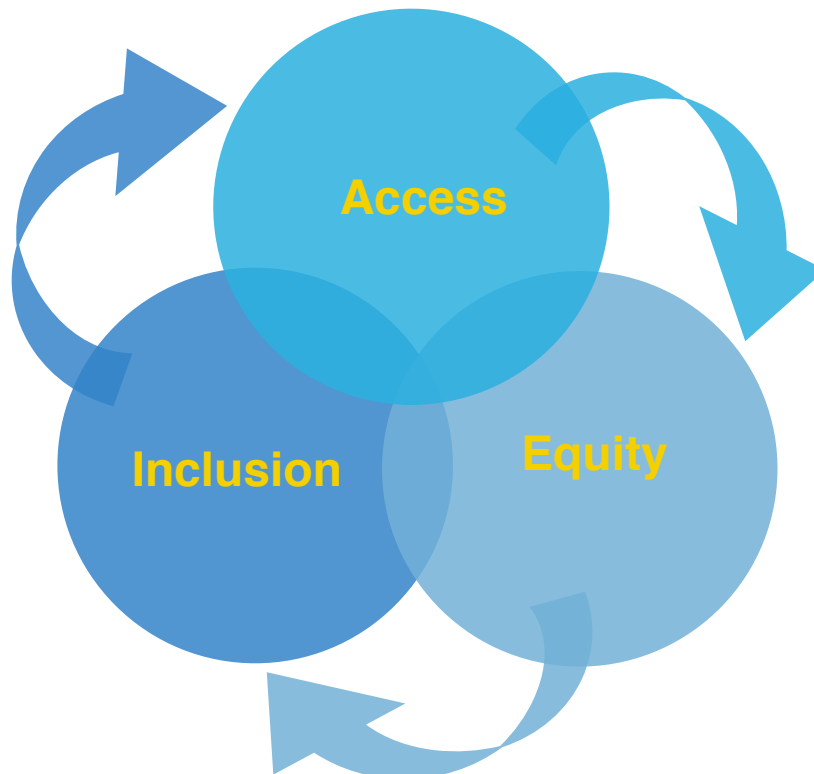
Equality means that we offer the same exact opportunities and supports to everyone. This approach assumes that all people are all starting from the same place with the same needs, and that the same opportunities and support will allow each of them to reach comparable outcomes. Given the current historical realities based on racial, gender, socioeconomic, and political inequities, unfortunately, this is not the case.

Equity is more messy and complex. It is not “one size fits all.” It asks us to understand where individuals actually are and what their specific

needs may be. Then, it asks us to provide opportunities and support that meet those specific needs, so that each person can follow their own path toward a full and happy life. Unlike equality, equity strives to ensure that everyone has access to comparable outcomes regardless of their starting point.

Inclusion is the degree to which a group, institution, or organization makes genuine space for individuals from all backgrounds to fully participate in decision-making processes and social planning.

Intersectionality is a term coined by American civil rights advocate Kimberlé Williams Crenshaw in the late 1980's. The term is used to describe the ways in which a person's multiple social identities (including gender, race, class, ethnicity, religion, and sexuality) intersect and overlap to magnify or otherwise change the way that societal forms of oppressions (including sexism, racism, classism, bigotry, and homophobia) impact that person.



Access

opportunity for everyone who wishes to participate in the college

Equity

fair and just opportunities for all employees and students to reach their academic and professional potential

Inclusion
a sense of belonging as a valued member of decision-making and life of the college