

A Call To Action

DIVERSITY

We respect and welcome all differences, and we foster equal participation throughout the campus community.

Mt. San Antonio College has established a core value focusing on diversity.

It is against this backdrop that A Call to Action is affirmed.

A driving force behind the *Equity for All* report was to illuminate the college leadership as to the status and progress of students, disaggregated by ethnicity. A critical part of this effort was to develop a platform by which the College could look at its institutional accountability to student equity and diversity. In order to move to action, the following recommendations are put forward:

1. Work to establish a shared value for equity and diversity throughout the College. Develop a campus-wide agenda and plan to instill equity and diversity goals into the fabric of the College. Specifically, proactively incorporate equity and diversity into the development and assessment processes of Student Learning Outcomes and General Education Outcomes and define equity and diversity benchmarks in the College's Basic Skills plan.
2. Develop a **results-oriented research agenda** that consistently monitors and measures the progress of the College in addressing equity and diversity as a critical metric in the success of students from various ethnic, socio-economic and disability groups.
3. Encourage and engage in **difficult and challenging dialogues** related to the underlying reasons for inequities in educational outcomes.
4. Develop and institute a campus – wide approach to training for faculty, staff, and management – focusing on addressing disparities in meeting equity and diversity goals and outcomes.
5. Bring about **institutional ownership** of inequity in educational outcomes by embracing the recommendations of this report, the Student Equity Plan, and other initiatives and research findings related to student equity and diversity. Specifically, formulate a Leadership Summit to serve as a catalyst for institutional change and to serve as the cornerstone in the development of significant and strategic action.

The diversity of students' ethnic, cultural, linguistic, socio-economic conditions, levels of educational preparation, disabilities, needs and interests should dominate our discussions and should be pervasive across all of our evaluation and planning activities and documents. Mt. San Antonio College stepped into a leadership role to embark upon the *Equity for All* project. Simply putting this work "on a shelf" would be a tragedy. Rather, using it as a stepping off point, as an impetus for further study and as an imperative to address inequities is in order.

Mt. San Antonio College has always been proud of descriptors such as “access to quality” and being a “premier institution.” In order to live up to these standards, as well as to fulfill the College’s mission to “welcome all students and to support them in achieving their personal, educational and career goals in an environment of academic excellence,” equity and diversity must remain at the forefront of our discussions, planning, and decision-making.

