# Feedback/Discussion on Equity Framework

This model that Gayle presented allows us to "Name" and/or categorize the areas of work surrounding equitable practices.   It seems that our SEP plan, Strategic Plan, and PTF recommendations should be aligned to be able to measure progress in the areas the framework outlines.

- dashboard of some sort that monitors our progress on equity initiatives.
- equity lens tool for the allotment of resources.
- How does the ATD framework fit with this?
- similar tools are being utilized:  https://www.mhcc.edu/StrategicPlan/

Tools such as these could be our compass for leading campus wide equity work for calling others to action.


Where do students show up on this model?
center circle that says something to the effect of, 'Servingness Culture' or 'Student Success & Servingness'.
Within this circle, I think we really look at the data and identify who Hartnell students are. We are:

- an HSI campus, with a high % of Chicanx/Latinx students,
- high percentage of 1st/2nd generation/migrant families
- a campus that serves students with close ties to their families
- a campus where our students and their families bring such important community cultural wealth to our college.

With the dashboard, I think adding short-term/immediate goals and then long-term goals

Note a disconnect between policy & structures and practice.
Wouldn't policy & structures shape decision making processes under practice? Would it help to partially overlap or connect policy & structures to practice?

Would it be possible to use the word bias alone instead of implicit bias?  so as not to exclude explicit bias and the role that plays with shaping our mental models.