

# Equity & The Game of Life

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## Welcome to the SMCCCD IDEAL Program

The SMCCCD Initiative in Diversity, Equity, Antiracism, and Leadership (IDEAL) Program is a comprehensive professional development training program created for SMCCCD Employees who are interested in the advancement of diversity, inclusion and equity in our colleges, district and community. The Program is designed to educate and inform district faculty, staff and administrators so that they are encouraged in their intercultural competence and are able to build the awareness, knowledge and skills necessary to create more inclusive campus and district spaces inside and outside of the classroom.

# Welcome to the SMCCCD IDEAL Program

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The **IDEAL** Program was conceptualized 3 years ago as a part of the EEOC Committee. This program is for you. We hope that you join us.

The Program is designed to educate and inform district faculty, staff and administrators so that they are encouraged in their intercultural competence and are able to build the awareness, knowledge and skills necessary to create more inclusive campus and district spaces inside and outside of the classroom.



# Cultural Introductions

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## Housekeeping:

Select a time keeper for your breakout group

Introduce yourself within your breakout rooms

Each person gets to share, uninterrupted, for 1 minute.

Select an order for the introductions

After the first person introduces themselves, the next person should begin until everyone in the breakout room has introduced themselves

## Introductions:

Introduce yourself in a –cultural manner. (For the purposes of this exercise, we are defining culture in the broadest context, e.g., ethnicity, race, language, family, spiritual beliefs, religious affiliation, generation, birth order, or any other self-identifying manner).

## There are 2 rules:

1. DO NOT share what you do professionally, your job, your area of study, your degrees or your career path
  2. DO NOT ask any questions. Listen only while another person is speaking
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# Equity Overview

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**Focused Intention, Consistent Engagement, Collective Impact**

**Do NO Harm**

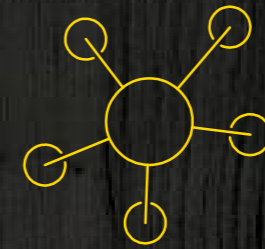
**Unmuting and Promoting Agency**

**Us Too**



**What the reality is and what our hope might be**

**The IDEAL circumstance for achieving our equity goal**



# Equity Overview

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# the Game of **LIFE** 2



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# The Game of Life

You will need paper and a pencil to play



# A Game of Life

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## Round 1

**Play as yourself**

**Begin with \$100**

**Make life decisions and pay accordingly**

**The goal is to live how you would like to live with some money left over**

## Round 2

**Now put yourself in someone else's shoes.  
A hypermarginalized student/person (someone that you know) with circumstances different than your own**

# A Game of Life

Need/Want	Notes	Cost	Benefit
College Degree, BA		\$40	+ \$60
College Degree, MA or PhD		\$55	+ \$80
Housing, Substandard Rental	High Crime, Low Employment, Environmental Toxins, Food Desert, Under-Resourced Schools	\$25	
Housing, Good Rental	Safe, Access to Fresh Food, Jobs that Pay a Living Wage, Well-Resourced Schools, Wi-Fi Options	\$40	
Housing Purchase	Own your Own Home, Property Appreciation	\$50	+ \$20
Food, Unhealthy	Processed Foods, High Sugar Content, Corn Syrup and Dyes, Little to No Access to Fresh Fruits/Veggies, Many Fast Food Options and “Corner Stores”, GMO Foods, Dies Associated with Heart Disease /Diabetes/Cancer	\$10	
Food, Healthy	Convenient Access to Grocery Stores with Fresh Food and Organic/Non-GMO Options, Access to Variety of Restaurants		





# A Game of Life....

Need/Want	Notes	Cost	Benefit
Health Insurance, Minimum	Covers the Bare Minimum, High Co-Pays, Inadequate for Any Major Needs or Ongoing Health Issues, Little to No Choice of Doctor/Hospital	\$10	
Health Insurance, Good	Adequate Coverage and Options for Care, Choice of Doctors	\$15	
Clothing/Self-Care, Low	Discount Wardrobe, Drugstore Beauty and Hygiene Products	\$5	
Clothing/Self-Care, High	Wardrobe Options, Haircuts, Gym Membership or Classes, Skin/Nails, Beauty/Hygiene Product Options	\$10	
Social/Recreation	Social Food & Drink, Travel, Movies, etc.	\$10	
Childcare, Babysitter	Cost for 1-3 Children. Double for More than 3 Babies	\$10	
Childcare, Montessori, Pre-K	Cost for 1-3 Children. Double for More than 3 Babies	\$20	
Auto + Insurance, Low	Working Vehicle, Sometimes Unreliable and Needs Work	\$10	
Auto + Insurance, High	Good-Looking and Dependable Ride, Full Coverage, Option to Lease	\$20	

# Confounding Variables

Confounding Variables	Data-Based “Setbacks”	Data-Based “Privilege”
Race & Gender Identity	White Women -\$15 BIPOC Women -\$20 Black Women -\$38 BIPOC Men -\$10 Black Men -\$45	White Men +\$45 Asian Men +10
Sexual Orientation	LGBTQ Man -\$25	
Education	High School Grad ONLY -\$38	College-Educated Parents +40
Pre-Existing Health Issues	- \$10	No Pre-Existing Issues + \$10
Differently Abled	- \$30	Able-Bodied +\$30
Socioeconomic Status	- \$15 (Includes 1 <sup>st</sup> in Family, Lack of Financial Literacy, Poverty, etc.)	Grew-Up Middle Class or Higher +\$15
Transitory or Unhoused – 1 YR	- \$10	No Housing Insecurity +\$10
System Impacted	- \$35 (Foster or Incarcerated)	Non-System Impacted +\$35



**Recap, Reflect, Reimagine**



# About IDEAL

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# SMCCCD IDEAL Program--3 Levels of Learning

Initiative in Diversity, Equity, Antiracism and Leadership

## Foundational Level 1 Equity Learner

**1.1:** Defining Racism and Equity in Higher Education and the California Community Colleges Deconstructing Macro Aggressions, Demystifying Racialized Capitalism

**1.2:** Historical Overview of Race in America, Black Lives Matter, History of Whiteness, White Supremacy, Power, Privilege and Oppression

**1.3:** Raising Our Cultural Intelligence by Coming to Terms with our Differences, Cultural Humility

**1.4:** Understanding How Campus Climate Impacts Student Learning

**1.5:** Micro Aggressions, Implicit Bias, and Accountability

## Specialty Level 2 Equity Advocate

**2.1:** Understanding LGBTQIA Identities in the Workplace and Beyond

**2.2:** Assessing Your Own Pedagogy Using an Anti-Racist Lens and How it Informs SLO's

**2.3:** Challenging Islamophobia Gaps

**2.4:** Closing Racial Equity Gaps and Owning Your Fragility

**2.5:** Understanding Issues Facing our Disproportionately Impacted Students

**2.6:** Breaking the Glass Ceiling: Making the Case for Gender and Women's Equity

**2.7:** Understanding Religions and Religious Behavior

**2.8:** Dreamer, Immigrant & Undocumented Reality

## Practitioner Level 3 Equity Practitioner

**3.1:** Becoming Anti-Racist and A Social Justice Change Agent and Engaging in Equity Audits

**3.2:** Facilitating Challenging Conversations & Facing Your Own Fragility

**3.3:** Establishing Equity in the Workplace from the Top Levels Down

**3.4:** Working Towards Creating Inclusive Spaces and Showing Authentic Care

**3.5:** Learning Into Action Capstone Project

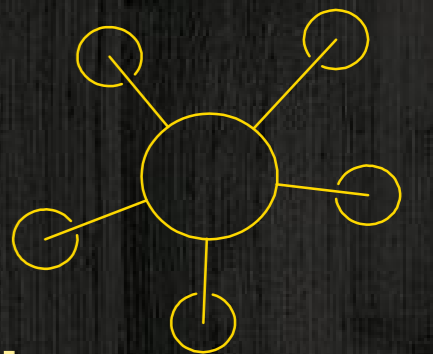
**3.6:** Homegrown Activism! I Want to Get Involved Capstone Project



# Questions?

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<https://smccd.edu/antiracismcouncil/index.php#>



**Thank You for Joining Us!**