

The IDEAL

**Foundation to Start
Equity Work**

Where Do You Fall in Advancing Equity?

Equity Learner

I am working to better understand both the importance of equity work and how to begin questioning previous unquestioned (idiosyncratic) racialized/gendered/classicist worldviews.

Equity Advocate

Working towards a deeper understanding of antiracism and equity and is ready to take action. Is ready or has already begun stepping outside of their comfort zone to confront inequality and injustice.

Applied Equity Practitioner

Committed to and conversant in praxis of anti-racist and equity-centered principles and has demonstrated the ability to apply these principles in order to address and redress social injustice. Has a grasp on the whole and can zero in on the root of the problem.

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. Changing the Landscape! Capstone Project

**SMCCCD IDEAL Program
February 2022**

Monday	Tuesday	Wednesday	Thursday	Friday
31	1 FL-1 Defining Equity. Pt. 1	2	3 FL-1 Defining Equity. Pt. 2	4
7	8 FL-1 Defining Equity. Pt. 1	9 Instructor Office Hours	10 FL-1 Defining Equity. Pt. 1	11
14	15 FL-2 Race in America Pt. 1	16 Instructor Office Hours	17 FL-2 Race in America Pt. 2	18
21	22 FL-1 Race in America Pt. 1	23	24 FL-2 Race in America Pt. 2	25

SMCCCD IDEAL Program
March 2022

Monday	Tuesday	Wednesday	Thursday	Friday
28	1 Mid-Program Reflection & Review	2	3 Mid-Program Reflection & Review	4
7	7 FL-3 Cultural Intelligence	9 Instructor Office Hours	10 FL-3 Cultural Intelligence	11
14	14 FL-4 Campus Climate & Student Learning	16 Instructor Office Hours	17 FL-4 Campus Climate & Student Learning	18
21	21 FL-5 Micro- Aggressions & Implicit Bias	23	24 FL-5 Micro- Aggressions & Implicit Bias	25

Timelines

Starting Today: District Search for Curriculum Developers

IDEAL Website Interest Inventory: November 1, 2021

IDEAL Orientation: January 25, 2022

Start of IDEAL (2 Cohorts): February 1, 2022

Mid-Program Review: March 1 & 3, 2022

Program Final Review: March 29, 2022

Full Launch of IDEAL (3 Levels): Fall 2022





Next Steps?

Please visit the IDEAL website at:

<https://smccd.edu/antiracismcouncil/idealprogram.php>



The Meaning of IDEAL

**The Initiative in Diversity,
Equity, Antiracism and
Leadership**

Jeremiah Sims



The IDEAL Sensitivity of Topics
Transformative Mindset

Oyame KenZoe Brian Selassie-Okpe

Questions? ≡