



San Bernardino
Valley College

How will you actualize and operationalize equity, anti-racism, and culturally responsive teaching?

Your Discipline	Action to operationalize
SDEV/Psychology	I am developing a discussion board and lecture on systemic racism and have an ongoing forum about this. I am trying to make things flexible while holding accountability. I am going to use images that speak diversity. Assess and address different learning styles. I want to have open discussion about White Supremacy. Allowing video submissions instead of only written.
Culinary Arts	I will make sure all students are taking part in the rigor. Talk about all ethnic cuisines and let the students prepare dishes from their ethnic backgrounds to start conversations in the classroom.
Music	Statement of tolerance in the syllabus, weekly discussions about culturally relevant musical content. I will take a longer period of time and involve all my classes inviting them to participate in the Black History/Civil Rights concert in February. Many of my students have discussed with great passion about their backgrounds & experiences discussing, and egregious behavior that they have experienced that made them feel less than. We use Music to open the door of discussion.
Spanish	Use of a discussion board to hear their voice. And, to build a learning community.
English	I will be re-looking at all my Goals/Outcomes in my assignments and make sure each is properly "scaffolded."
Curriculum Chair	I want to approach the committee about adding reviewing curriculum through an equity lens as part of our process
SDEV/Counseling	Meeting students where they are and working with them to build a strong scaffold that will lead them to successfully achieve their goals. Listen to them, their goals, their challenges. Validating their story, their struggles! Creating activities and discussions that will allow each student

	to learn and enhance their awesomeness! Self-reflection! Empowerment!
Wellness	Ask about their experience and needs
NURSING	2 min speaker (student) on tell us about yourself, family, & how do u adjust to this unprecedented situation. Create an activity or discussion board to encourage the nursing students to reflect on the importance of their cultural/racial differences that will impact and empower their future patients in the Inland Empire.
Counseling	Welcoming students with a video (using Cranium Cafe and Welcome Letter in Canvas) so they see me and hear me. Start creating that safe space Validate students' backgrounds and experience.
Economics	Make it data driven with class level equity gaps
Student Development/Counseling	Having a discussion with students on their thoughts and experiences
Reading	Invite students to contribute their own culturally relevant material to the class
Film, TV, Media	Created an advisory committee of current students to offer advice on how us as faculty can better serve the interests of anti-racism
Math	Diversity commitment in my syllabi and on Canvas OER textbook and homework site

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Philosophy and Religious Studies	Meet students where they are and provide necessary equitable resources for success. Invite students to share their interactions with the text/example/discussions we experience in class.
Communication Studies	Update my assignments to include culturally diverse experiences

Geography & GIS	In as many spaces as possible... This is infused (or should be infused) throughout our curriculum, SLOs, syllabus, Canvas, daily interactions with our students and colleagues, and so much more. By the way, I am learning and becoming so energized from everyone's excellent input. Thank you!
Library	Include the discipline and professional organizations' work on equity and make sure the students have resources for bringing equity and culturally responsive practices into the library. Also, try to develop assignments and discussions that engage them with this work and each other. I need to use the tools in Canvas more effectively.
Chemistry	Build mindset - to overcome stereotypes + MESA community and speakers
Chemistry	Building community to start, share, practice without point loss, examples that my students own, try flip grid too!
CIT	Ask about their experience and culturally relevant material
Guided Pathways Team	Infusion of antiracism in guided pathways dialogue and actions
Psychology	Discussion of intelligence with respect to cultural biases and history of racism in IQ tests
SDEV-102/Counseling	Video assignments that have various majors/careers depicted but aren't normally shown & asking students how they relate to it.
Sociology	Not waiver in centering intersectional frameworks, continue to foreground the role of student-activism in the role of social change, and we will continue to be a space that unapologetically addresses discrimination in all forms both at a community and global level.
Mathematics	Mentally teach all semester visualizing each student striding across the platform to receive their Ph.D. Help students recognize the numbers cross all barriers seamlessly.
Geology/Oceanography	Being more inclusive to scientists of color and highlighting their contributions to the science
Human services	Student poles, padlet, discussions what do they want
Admin of Justice	Use of safe space immersive exercises to consider the

	experiences of other classmates, with whom they have a connection, which identifies and promotes the diversity around us
Theatre	Consider material for production
Child Development	Videos and pictures of me with family and student profiles pics, (Love to ask students to share why they chose their profile picture, because students share something personal about themselves). Many discussions including students stories., Using Flipgrid and more inclusive activities, using polls, asking questions, getting student input through anonymous surveys, inclusive discussions and netiquette to encourage respect with everyone. Lots of sharing their own stories. Setting ground rules. Clear expectations and directions.
Athletics/Kinesiology	Having open and honest conversations with student-athletes about how they feel. What can instructors and coaches do to make students feel more valued. We will utilize our social media platforms to allow student-athletes to share their perspectives in professionally produced videos.

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Mathematics	Host a discussion board where I actively engage students where they're at.
Geography	Importing OER textbook into Canvas modules, breaking it up into chunks. Removing extraneous, encyclopedic info. Providing more updated & multi-platform content than regular textbooks (videos, web apps, podcasts...).
Counseling	Use Plickers
Mathematics	Rethink how to assess students' understanding of the material. Explore other assessments instead of relying on tests. Incorporate projects that involve teamwork.
Physics	I engage my students during a discussion board.

MESA	Adding an Anti-Racism theme to our 2020-2021 planning on top of continuing our Growth Mindset theme. Strategic planning re: speakers, peer mentoring, faculty mentoring, partnerships with student chapters of research/industry orgs. Attempting to capture students early in their education, before they bail out of a science, engineering, or math major. Serving with Anti-Racism outreach groups growing out of #ShutDownSTEM.