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Equity-minded leadership in a post affirmative action environment - Part 1

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Equity-minded leadership in a post affirmative action environment - Part 1

Mary J. Lomax-Ghirarduzzi

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December 5, 2022

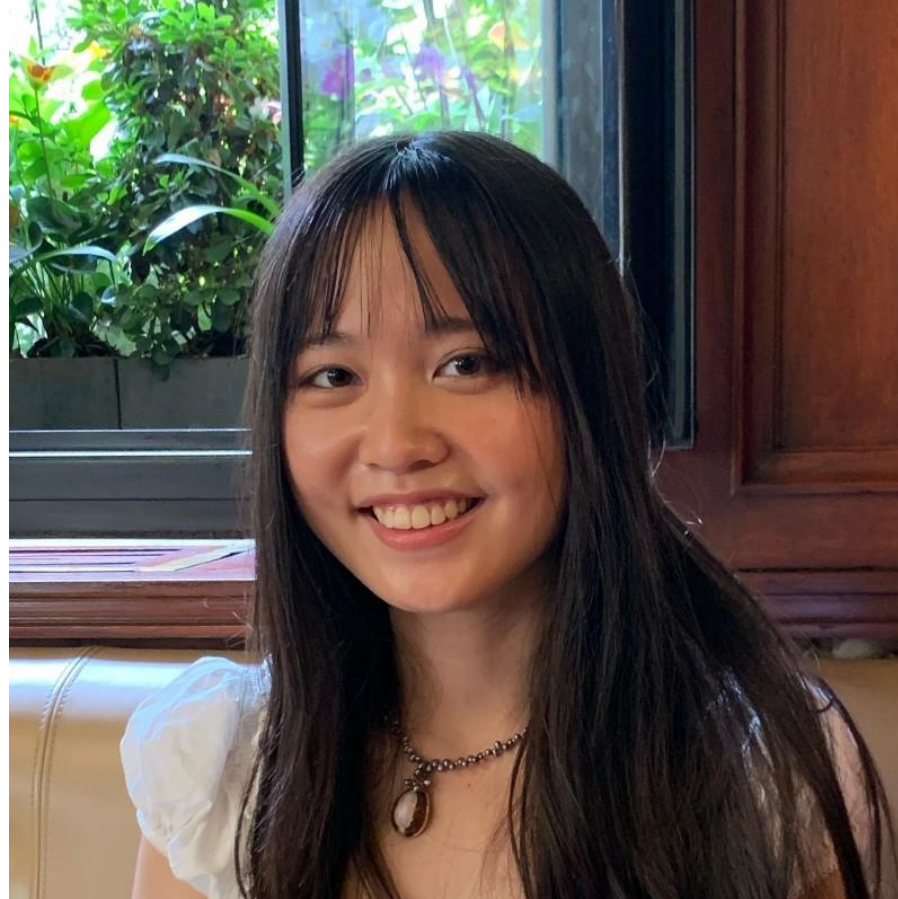
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Today's agenda (Part 1)

- Background
- Court precedents
- Educational benefits of diversity
- Theory of Action
- Equity-minded leadership
- Student leader respondent
- Preview of parts 2 and 3

Today's respondent



Guiying (Angel) Zhong
ASuop President



My Why...




Students protest outside the Supreme Court, November 2022 (photo by Michael Theis, The Chronicle of Higher Education)



Race in admissions is not affirmative action

- Affirmative Action required government contractors to give equal opportunities in employment.
- “The contractor will take affirmative action to ensure that applicants are employed, and that employees are treated fairly during employment processes, without regard to their race, creed, color or national origin.”

President John F. Kennedy, 1961





source: <https://www.history.com/speeches/lyndon-johnson-signs-civil-rights-act-of-1964>

Civil Rights Act of 1964

- After the Civil Rights Act, President Lyndon Johnson issued an executive order that preceded Kennedy's E.O. that went further.
- Prohibited employment discrimination based on race, color, religion, or national origin by any organization that receives a federal contract or subcontract.
- Required employers to give women and minorities equal opportunities in employment (first time women are included).
- This employment affirmative action policy set the stage for race consideration in college in admissions.

Affirmative Action as a precursor

- The term affirmative action means taking steps to include those that were historically excluded, initially in the workplace.
- In the context of college admissions, affirmative action as policy was similarly meant to remedy longstanding inequalities in higher education.
- For decades, many colleges barred students from admissions because of their race or color.
- Most colleges and universities in the U.S. did not begin admitting students of color until after the Civil Rights Movement.

In 1978, UC Regents vs. Bakke decision sparked student protests on university campuses nationwide.

BAKKE RALLY

MON. OCT. 3

Simultaneous
Nationwide
Student
Demonstrations

10 a.m.
S.F.



10 A.M. -- DEMONSTRATION
U.N. PLAZA
HYDE & FULTON STS.
(ONE BLOCK DOWN FROM HASTINGS)
(BEHIND S.F. PUBLIC LIBRARY)

11 A.M. -- SIDEWALK MARCH
TO THE FEDERAL BUILDING

NOON -- RALLY
to
1 P.M. ON THE PLAZA OF THE
FEDERAL BUILDING
450 GOLDEN GATE

Over Four Decades: Aligned Supreme Court Precedent

1978: Bakke

- J. Powell
- EBD = Compelling Interest **Concept**

1994: USED Title VI Aid Policy

*Rescinded in 2020,
under review*

2013: Fisher I

- Majority
- Rigor on Inquiry/
Evidence re
Necessity/Race-Neutral
Strategies

1980: USED Title VI Regulations

2003: Grutter/ Gratz

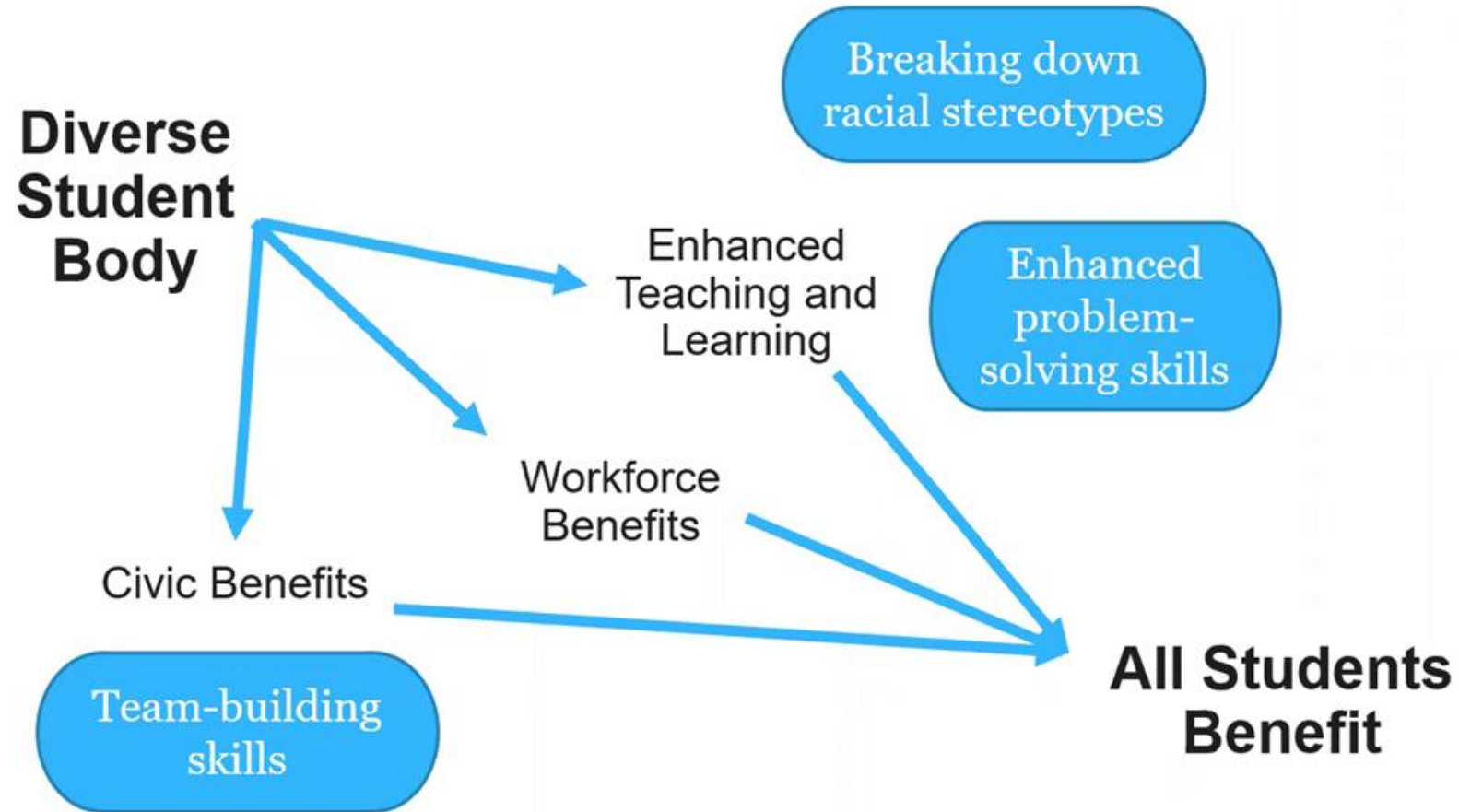
- Majority
- EBD=
- Compelling Interest
- Strict Scrutiny
Framework

2016: Fisher II

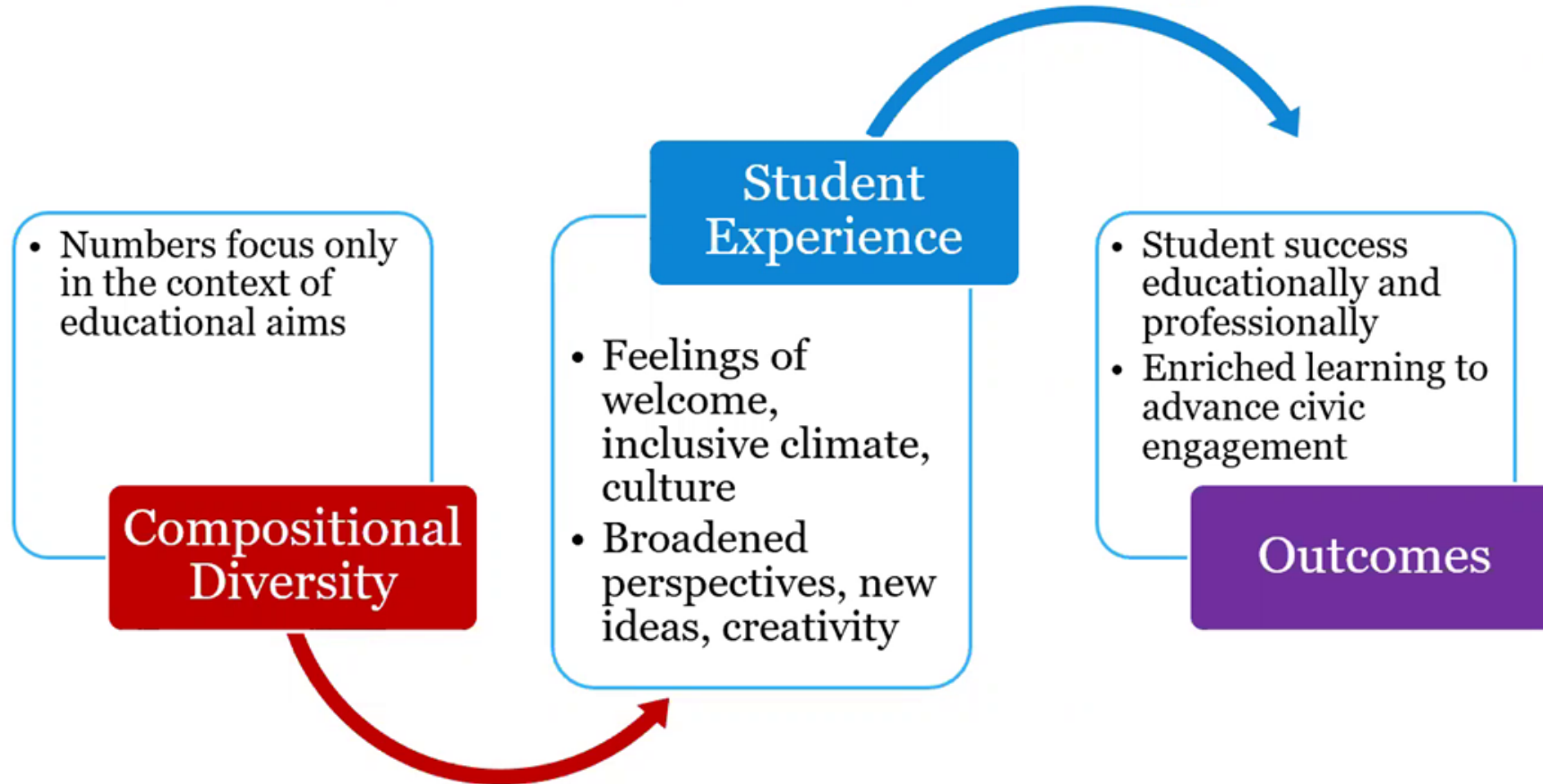
- 4-3 Majority
- Emphasis on
Evidence



The Educational Benefits of Diversity



The Theory of Action Behind the Educational Benefits of Diversity Aims

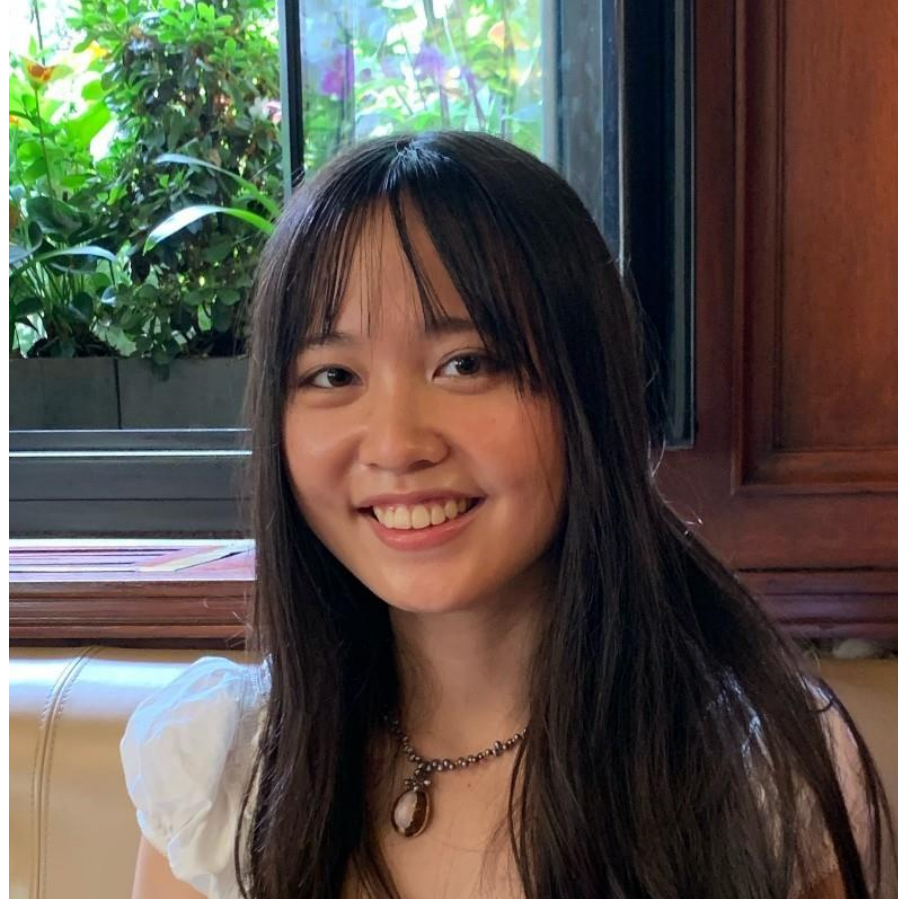


Equity-mindedness in a post-affirmative action environment

The term “Equity-Mindedness” refers to the perspective or mode of thinking exhibited by practitioners who call attention to patterns of inequity in student outcomes. These practitioners are willing to take personal and institutional responsibility for the success of their students, and critically reassess their own practices. It also requires that practitioners are race-conscious and aware of the social and historical context of exclusionary practices in American Higher Education.

Estela Bensimon, Center for Urban Education, USC

Today's respondent





Guiying (Angel) Zhong
ASuop President






Community Standards

- Use “I” statements
 - Be present – Mind, Body and Heart
 - Be mindful of different styles of communication
 - Be curious
 - It’s okay to admit you don’t have the answers
 - Expect and accept non-closure
 - Explore Impact, Acknowledge Intent
- 



Q & A





Part 2 (Jan. 30, 2023):

- Overview/ recap
- Introduce SFFA cases
- Possible outcomes
- Implications for Pacific
- Equity-mindedness
- Faculty respondent





Part 3 (Feb. 27 2023):

- Overview/ recap
- More than admissions
- Contingency planning
- Our timeline
- Our roles as equity-minded leaders
- Staff respondent
- Pacific's next steps

References

- National Association of Diversity Officers in Higher Education (NADOHE).
- Specific NADOHE webinars are designed to prepare universities and colleges for the next steps to take when SFFA case at the U.S. Supreme Court is decided (decision expected Spring 2023).
- Additional webinars will be scheduled in the months ahead.
- Strategic Enrollment associations are also providing resources.



Thank you!

Contact Office of Diversity, Equity and Inclusion at:
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