

# Appendix E1                      Equity Reflection Format: Tenured/Tenure-Track Faculty

Purpose: This reflection is intended to foster a conversation and to facilitate discussion among colleagues that reflects on how we can individually and collectively work to improve student outcomes for historically under-represented groups and disproportionately impacted populations. The reflection should be used to help advance individual professional development and institutional dialogue on change.

The reflection document must not be used as evidence to support a less than satisfactory rating; however, nothing in the reflection process shall limit a performance review team's ability to address a faculty member's less than satisfactory performance issues utilizing evidence or information consistent with Section 8.15.1.2

Please answer the following Reflection Questions:

1) What have you done to improve your understanding of anti-racism, equity, equity-mindedness, and/or equity as it relates to your field and the LRCCD? This might include, but is not limited to the following:

- curriculum review related to anti-racism, decolonization, and equity
- participation in anti-racism and equity related workshops/institutes
- review of professional materials and best practices for equity in your field and/or
- review of your student success data

2) How have you used and/or how will you use these understandings to improve your practice and/or help close opportunity gaps?

3) What additional trainings and resources, whether offered by LRCCD or others, would be helpful in continuing your development of anti-racist practices?