

SMC EGC



Watch the new EGC Video from Fall Opening Day!

New Immersive Program for SMC Faculty

What Is EGC?

Join us for a transformational experience! EGC is a **multi-semester**, multi-dimensional professional development opportunity created by faculty for faculty specifically to cultivate and deepen equity-centered pedagogical practices and to better serve today's students, particularly our African American and Latinx students. Through EGC, faculty will develop and implement the changes needed in our teaching practices, our classrooms, and our curriculum. Over the course of 4 semesters, faculty will engage in large groups as well as small, department-based "Equity to Action Groups" to create a community of practice and peer-to-peer support.

This immersive experience, part of the SMC Redesign, is institutionally supported and advances the SMC Student Equity Plan. Faculty will receive compensation for their involvement and will be peer-supported by trained departmental "Equity Coaches".

Who Should Participate?

This opportunity is open to part-time and full-time faculty in all departments teaching any course. This immersive experience is designed to:

- cultivate an **equity-centered learning experience** to better serve today's students, particularly African American and Latinx students
- help faculty understand the **holistic experiences** of African American and Latinx students through qualitative and quantitative data to foster a sense of belonging for African American and Latinx students
- assist faculty in developing and implementing **culturally-responsive, antiracist, and trauma-informed pedagogies**
- assist faculty in developing **holistic student support and care** along with positive messaging for African American and Latinx students

EGC is designed to help faculty develop and implement changes needed in our teaching practices, our classrooms, our curriculum, and our engagement.

Over the course of 4 semesters, faculty will engage in large groups as well as small, department-based “Equity to Action Groups” to create a community of practice for peer-to-peer support.

Faculty Compensation

Faculty who fully participate in the 4 semesters will receive a stipend of ≈ \$3250

REGISTER NOW

Equity Coach Compensation

Equity Coaches will participate in EGC as well as receive additional training to facilitate the departmental work. For the additional training and work they will receive a combined total stipend of ≈ \$5525

APPLY TO BE AN EGC COACH

Multi-Phase Model

Phase 1 – Faculty Experience (Critical Reflection)

Faculty Equity Mindedness EQUITY @ SMC BEGINS WITH EVERY FACULTY

Reflexivity and Race Consciousness.

Racialized & other social identities shape our teaching and learning experiences. Faculty who engage in ongoing reflection on their own and student identities and have a deep awareness of issues of power can design equitable and transformative learning experiences for students. Faculty with critical consciousness use students' lived experiences as cultural and social capital in the classroom and to promote African American and Latinx student success.

Join us as we cultivate deeper self-awareness and race consciousness to equitize the classroom and promote success for African American and Latinx students at SMC!

Phase 2 – Student Experience (Data-Informed Practices)

Eliminating Equity Gaps USE DATA TO CREATE EVIDENCE-BASED SOLUTIONS IN EVERY CLASS

Why Evidence-Based Solutions?

Faculty who use quantitative and qualitative data to identify and understand equity gaps can design evidence-based solutions to move toward equitable learning experiences and outcomes for African American and Latinx students.

Join us as we learn how to integrate evidence-based data to understand the holistic experiences of SMC's African American and Latinx students and eliminate equity gaps.

Phase 3 – Teaching & Learning Experience (Pedagogy)

Equity Centered Pedagogies

ESTABLISHING CULTURALLY RESPONSIVE TEACHING AND LEARNING IN EVERY CLASSROOM

Why Culturally Responsive Teaching?

Research shows that culturally responsive teaching is a way to connect home to higher education. In this phase of EGC, we will learn practical teaching practices grounded in CRT, antiracist, and trauma-informed pedagogies to illuminate the assets African American and Latinx students bring to the classroom every day.

Join us as we learn how to integrate equity-centered teaching practices that transform African American and Latinx students' learning experience.

Phase 4 – Student Engagement & Belonging Experience (Retention)

Meaningful Engagement and Belonging

CULTIVATE & SUSTAIN A CULTURE OF ENGAGEMENT AND BELONGING IN EVERY CLASS

Why does engagement and belonging matter?

Belonging begins with authentic care, asset-based communication, and an openness to engage.

We want SMC's African American and Latinx students to experience the classroom as a safe and welcoming learning community.

Join us as we curate equity-centered practices that guide intentional and sustainable practices inside and outside of the classroom!

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