

### **Student Equity Plan Workgroup's Guiding Principles**

1. Design goals that the institution is responsible for accomplishing rather than the student.
2. Be specific in identifying racial disparities (DI).
3. Activities that are designed to address the inequities rather than using universal language.
4. Include a metric for each activity & provide an annual report on general equity expenditures/budget.
5. Clear, specific, & attainable goals (West Hills)
6. Identify responsible roles/departments for various activities.
7. Clear targets & check-in dates
8. Plan for revising/shifting gears if things aren't working
9. Create something for our college audience to communicate the SEP - not just NOVA printout
10. Eliminating opportunity gaps is the responsibility of the whole campus, not just certain departments/offices
11. Equity is the foundation of our work, not an issue to be dealt with.