

**Context**

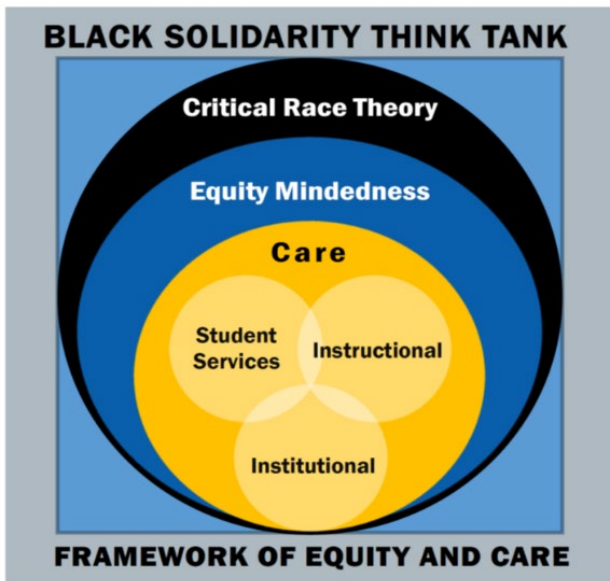
The Black Solidarity Think Tank (BSTT) came together in Winter 2020 to ground our college’s Guided Pathways movement in theories and practices of racial equity and care.

Our **Framework of Equity and Care** encompasses our mission, vision, and values: research we’ve done, theories we’ve adopted, and practices we engage in. It is a living resource that is regularly revisited to remain relevant.

The **foundation** of this approach to redesigning and transforming college practices and policies is built on the five tenets of Critical Race Theory and key theories of Equity Mindedness.

The **pillars** expand our framework with various **building blocks** that move us from theory to praxis in the form of Student Services Care, Instructional Care, and Institutional Care.

**Visual Models**



*The circle of hugs image to the left shows the foundations of the framework: Critical Race Theory; Equity Mindedness; and Care from Student Services, Instructional, and Institutional staff and faculty.*

*The pillars & building blocks image below elaborates on the three foundational circles in the hug with various points of practice present in the framework.*

<b>PILLARS &amp; BUILDING BLOCKS</b>		
<b>Critical Race Theory</b>	<b>Equity Mindedness</b>	<b>Care</b>
<p><b>Counter Storytelling</b></p> <p><b>Permanence of Racism</b></p> <p><b>Whiteness as Property</b></p> <p><b>Interest Convergence</b></p> <p><b>Critique of Liberalism</b></p>	<p><b>Healing Informed Pedagogy</b></p> <p><b>Othermothering</b></p> <p><b>Otherfathering</b></p>	<p><b>Community Cultural Wealth</b></p> <p><b>Equity Minded Student Services</b></p> <p><b>Culturally Affirming Teaching Practices</b></p> <p><b>Restorative Practices</b></p> <p><b>Adaptive Leadership</b></p> <p><b>Seattle Colleges EDI Goals &amp; Plans</b></p>

## Purpose

The intended audience for the Framework of Equity and Care is any department team or individual employee engaged in making changes at Seattle Central College. Starting Spring 2023, BSTT modules can be accessed via our college's *Equity in Practice* professional development series. The content allows for deeper and ongoing exploration of foundational theories and practices to transform our work.

The framework includes **prompts** to guide employees as we identify and interrogate issues, and recommend and/or implement solutions. Responses are not used for reporting purposes. Feedback about the framework prompts is welcome so we can collectively learn and make improvements. Our framework prompts are adapted from Portland Community College.

## Framework Prompts

- ❖ **Reflect and Examine:**  
What is the institutional issue you are trying to address or investigate?
- ❖ **Recognize Intersectionality:**  
With race at the center of analysis, who will be impacted and who holds power?
- ❖ **Challenge Dominant Perspectives:**  
How can you disrupt and dismantle institutional harm that results from the status quo?
- ❖ **Commit to Social Justice:**  
How can you address systemic inequities with transparency and accountability?
- ❖ **Value Experiential Knowledge and Collaboration:**  
How will you seek and incorporate multiple perspectives and lived experiences of stakeholders?

*I will not have my life  
narrowed down.*

*I will not bow down to  
somebody else's  
whim or to someone  
else's ignorance.*

~bell hooks

## Using the Prompts for Dialogue and Decision-making

- Consider the questions as a guide that comes to life as you apply it.
- Recognize it as purposeful, but also imperfect and incomplete; adapt to fit your situation or generate more prompts.
- Neutralize blind spots; connect your work to the larger context of the entire college community.
- Brainstorm, pause, and refine ideas as you gain clarity about the issue.
- Generate ongoing deep reflection and discussion, rather than a use as a simple checklist.