

Equity work at Malcolm X College

Chancellor Salgado has made clear that he has an unwavering commitment to equity. Although each of the seven colleges that comprise the City Colleges of Chicago have their own respective strategic plans, each college is united under the district strategic framework. Chancellor Salgado has repeatedly made it clear through his public comments and writings that equity is one of the most important strategic levers of the district strategic plan. The [subgoals of the equity lever](#) are explicitly name “eliminating equity gaps” (2.1), and “enhance targeted professional development” (2.4). These goals are tightly aligned to Malcolm X Colleges equity plan. Within the Malcolm X College [equity plan](#) there is language to ensure the “initiation of an equity audit to assess institutional practices in relationship to inequitable student attainment” and the “enhancement of faculty and staff development in areas related to closing equity gaps.”

Within the last year, Chancellor Salgado has also placed a greater emphasis on enacting continuous improvement. In other words, the Chancellor is taking steps to provide professional development from [WestEd](#) to senior leaders in the district office who will then provide professional development to senior leaders at the seven colleges . The Chancellor has even hired a Director of Continuous Improvement (Daniel Reynoso) to oversee such efforts. While continuous improvement may seem like a separate stream of work from equity, for any team to explore inequities within the colleges, they would need to carry out the principles of continuous improvement.

However, the research on continuous improvement illustrates that common practices often [exacerbate](#) inequality, unless there is an explicit commitment to social justice and anti-racism ([see article](#)). In other words, a way to lead continuous improvement efforts that will make progress toward closing equity gaps and deliver professional development that have a greater chance at cutting students’ achievement gaps is a “race conscious continuous improvement”. After reviewing the literature on “race conscious continuous improvement”, one model emerged from our search – a model from Derute Consulting Cooperative.

Derute Consulting Cooperative is a team of experts who have designed theoretical frameworks and tools that are the exclusive property of its organization. Here are two such samples [see appendix A & B]; the first example explains their process, the second sample provides evidence of the exclusive copyrighted material. As such, no other organization can legally or ethically share these highly specific tools.

The Derute Consulting project team aims to work with Malcolm X College by completing three objectives:

Objective 1. Increase the capacity of faculty and staff to identify problems of instructional practice as evidence in faculty and staff engagement in systematic processes of student, teacher, and classroom-level data collection and analysis.

Objective 2. Increase the capacity of faculty and staff to co-learn together and co-lead racial equity improvement strategies as evidenced in the creation of equity improvement-focused faculty and staff learning communities.

Objective 3. Pilot racial equity improvement strategies and evaluate the impact of practices designed to increase student equity.

Appendix A

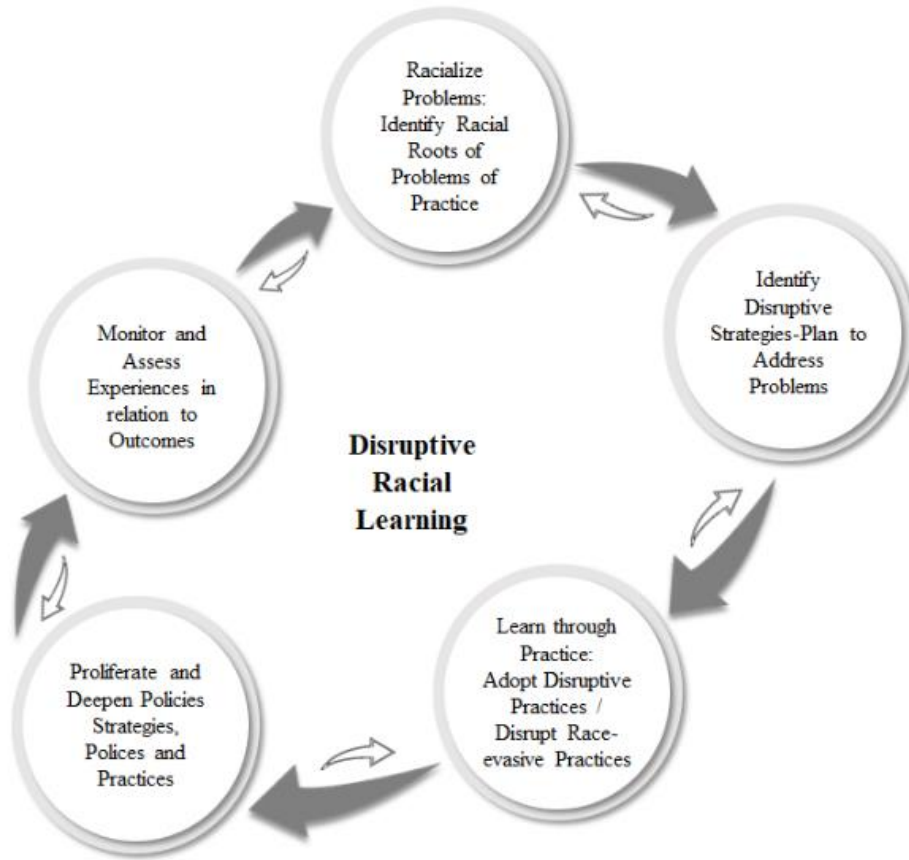


Figure 5.1. Race-conscious improvement cycle (Irby, 2021)

Appendix B

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Paperback ISBN 978-1-68253-657-5
Library Edition ISBN 978-1-68253-658-2

Library of Congress Cataloging-in-Publication data is on file.

Published by Harvard Education Press,
an imprint of the Harvard Education Publishing Group

Harvard Education Press
8 Story Street
Cambridge, MA 02138

Cover Design: Ciano Design
Cover Photo: Sandipkumar Patel/DigitalVision Vectors via Getty Images

The typefaces used in this book are Museo Slab, Myriad Pro, and Scala