

# **Southern Oregon University**

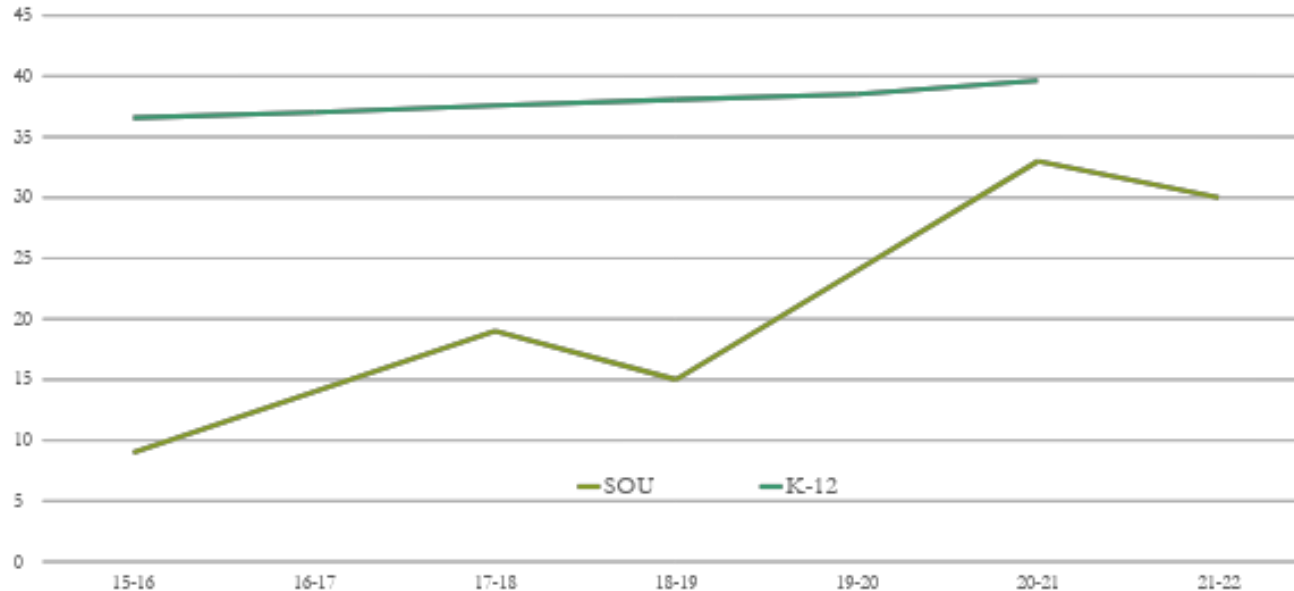
## **Educator Equity Plan**

2022-2024

# 2022-2023 Educator Equity Plan

Increasing the Recruitment and Retention of Culturally and Linguistically Diverse (CLD) Candidates in SOU's Educator Preparation Programs

CLD % of Oregon K-12 students and SOU EPP candidates



# SOU's Educator Equity Plan

Community of Practice	Peer Navigation Coaches & Culture Circles (Campus Life)		CRT Innovation Community (Classroom)	Tribal Nations Liaison (Community Outreach)
<p>Amanda Casto Coordinator</p> <p>Ria Galo Multicultural Retention Specialist</p> <p>Younghee Kim &amp; Margaret Perrow CRT Innovation Community Leaders</p>	<p>What is it?</p>	<p><b>Peer navigation coaches</b> are upperclassmen who provide personalized mentoring and support for students from historically underrepresented cultures.</p> <p><b>Student culture circles</b> meet on a regular basis to support students who have similar cultural &amp; student identities (e.g., SACNAS, Samoan Club).</p>	<p>This professional learning community of SOU faculty researches and discusses culturally responsive teaching practices in higher ed. The group meets regularly to engage in critical thought, self-evaluation, and collaboration to implement and model best CRT practices on campus.</p>	<p>An appointed faculty member who builds close connections with local Indigenous community leaders and elders, collaborates with Native American Studies faculty and students, and initiates relationships with prospective Native American students and prospective teacher candidates.</p>
<p>Michele Pavilionis Tribal Nations Liaison</p>	<p>Why?</p>	<p>Support enrolled students feel a sense of belonging, community, encouragement, and success while attending SOU.</p>	<p>Ensure SOU's instructional practices promote a sense of belonging and ensure the success of diverse students. Work towards establishing a diverse and inclusive community where all students thrive.</p>	<p>Encourage Native American students to apply &amp; support them as they seek a professional pathway of education.</p>

# Key Strategies for 2022-23

## Doubling Down on Peer Navigation Coaches

- Allocating coaches for all pathway programs (Latinx, Native American, American Samoan, Pre-Education pathway)
- Connecting with other peer-to-peer mentorship programs at SOU to identify how culturally diverse students are being supported

## Culturally Responsive Teaching Innovation Community

- Expanding support for professional development across all programs so that all students experience SOU classrooms as welcoming, hospitable, and inclusive
- Special focus on STEM fields

## Tribal Nations Liaison

- Establishing a pre-Education pathway in collaboration with Tribal Departments of Education

## Participating in a Statewide Community of Practice

- Amanda Casto, Ria Galo, Margaret Perrow, Younghee Kim, Michele Pavilionis