

# Seranda Sylvers

Counseling Faculty – First Year Experience

As a Counseling Faculty member in the First Year Experience Program at El Camino College, I practice equity mindedness by disclosing my first-gen identity and talking opening about imposter syndrome. I tell my students that they have mad skills. Using Yosso (2005) Community Cultural Framework I discuss how they can apply the capital they have to a college environment. Further, I acknowledge that students have various responsibilities outside of school.



# Juliet Aramburo

## Director of Outreach and School Relations

As director of Outreach and School Relations at El Camino College, I practice equity mindedness through constant reflection, adjustments, and action. With outreach events we host for students, practicing equity mindedness means constant reflection... Who is showing up? Who is not showing up? What do we need to do to ensure that all students have information related to accessing higher education at El Camino College?

In addition, I also believe it is important acknowledge the resilience of our prospective students and consider the barriers and systemic injustices students overcome just to get to a seat in one of our classes. In Outreach, we are attempting to eliminate barriers, so students are not left out. It is important to acknowledge, be flexible and make changes.





# Cynthia Cervantes

Childhood Education Faculty

As a Childhood Education Instructor at El Camino College, I practice equity mindedness by preparing our next generation of educators and my own three children, reading them powerful stories such as *Peaceful Fights for Equal Rights*. Give time. Give strength. Give money if you can. Shake a hand. Lend a hand. Have hope. Be hope.



# Chief Michael Trevis

Chief of El Camino College  
Police Department

Good morning as your chief of police at El Camino college I practice equity mindedness by critically analyzing. Our campus police policies, procedures, and practices with regard to racial equity. It is extremely important that we provide sincere compassionate and understanding services to our campus community so that we can all work together towards achieving student retention persistence and ultimately student success. Thank you.





# Scott Kushigemachi

Associate Dean of  
Humanities

As an Associate Dean at El Camino College, to practice equity-mindedness, I have to take seriously what it means for a student to visit my office. Students visit for many reasons, but I am conscious of the research showing how students of color are inequitably disciplined in the K-12 system. Since much of that discipline is doled out in offices that resemble mine, it can take courage for some students to even step through the door. I have to take responsibility for actively creating a dynamic where the student knows they are respected and valued.



# Brandi Marsh

Counseling Faculty - Guardian Scholars Program & Student Equity and Achievement

As a Guardian Scholars Counselor at El Camino College, I practice equity-mindedness by making sure when I contact students I use 3 different modalities to reach them; Phone, Text, or Email. Being equity-minded that there not only one way to reach students.



# Polly Parks

Biology Faculty

As a professor of Biology, I practice equity-mindedness by being transparent in my grading practices and expectations of my students, by offering them low-stakes assignments with feedback to prepare for higher stakes assessments, by providing students with space to share their own stories, and by framing my science content around relevant societal concepts.





# Lillian Justice

## Registrar

As the Registrar at El Camino College, I practice equity-mindedness by reviewing and updating our processes and procedures to ensure they are helpful for all students. I actively serve on college committees that support marginalized student populations to ensure they understand and have the tools necessary to navigate through the college system. This year I am looking forward to being a mentor for Project Success.

It is not just enough to say that our doors are open to all when the environment does not always reflect that. The atmosphere of ECC needs to be one that all experience as a fully inclusive place, a place that all truly belong.





# Erika Brenes

English Faculty

As an English Professor at El Camino College, I practice equity mindedness by taking personal responsibility and ownership over racially disparate educational outcomes. In short, that means constantly checking my privilege and asking hard questions about my curriculum. Who is this alienating? Who is this giving an advantage to? Does this have hidden hurtful curriculum that reinforces the whiteness of college and systemic racism? I am never too in love with a lesson or an author (especially not an author) because it all has to be challenged and changed if we want to dismantle white supremacy.



# Rocio Diaz

Counseling Faculty

As a counseling member at El Camino College, I practice equity-mindedness by breaking down the hidden curriculum and making sure students are aware of and have access to support resources. I build relationships across campus to have a referral network for students. I continuously reflect on my role of being an equity minded educator and ask myself—*how is my work supporting the student furthest away from their goal?*



# Chris Dela Cruz

Student Services Specialist |  
ASO, ICC, SEAC, and Student  
Clubs

As an advisor for student clubs and organizations, I practice equity-mindedness by guiding students to create space at the college for critical dialogue around social inequities and injustices.





# Jane Miyashiro

Vice President of Human Resources

As a long-time practitioner in the field of human resources and a grateful member of this wonderful institution we call “El Camino College”, I practice equity-mindedness in my role:

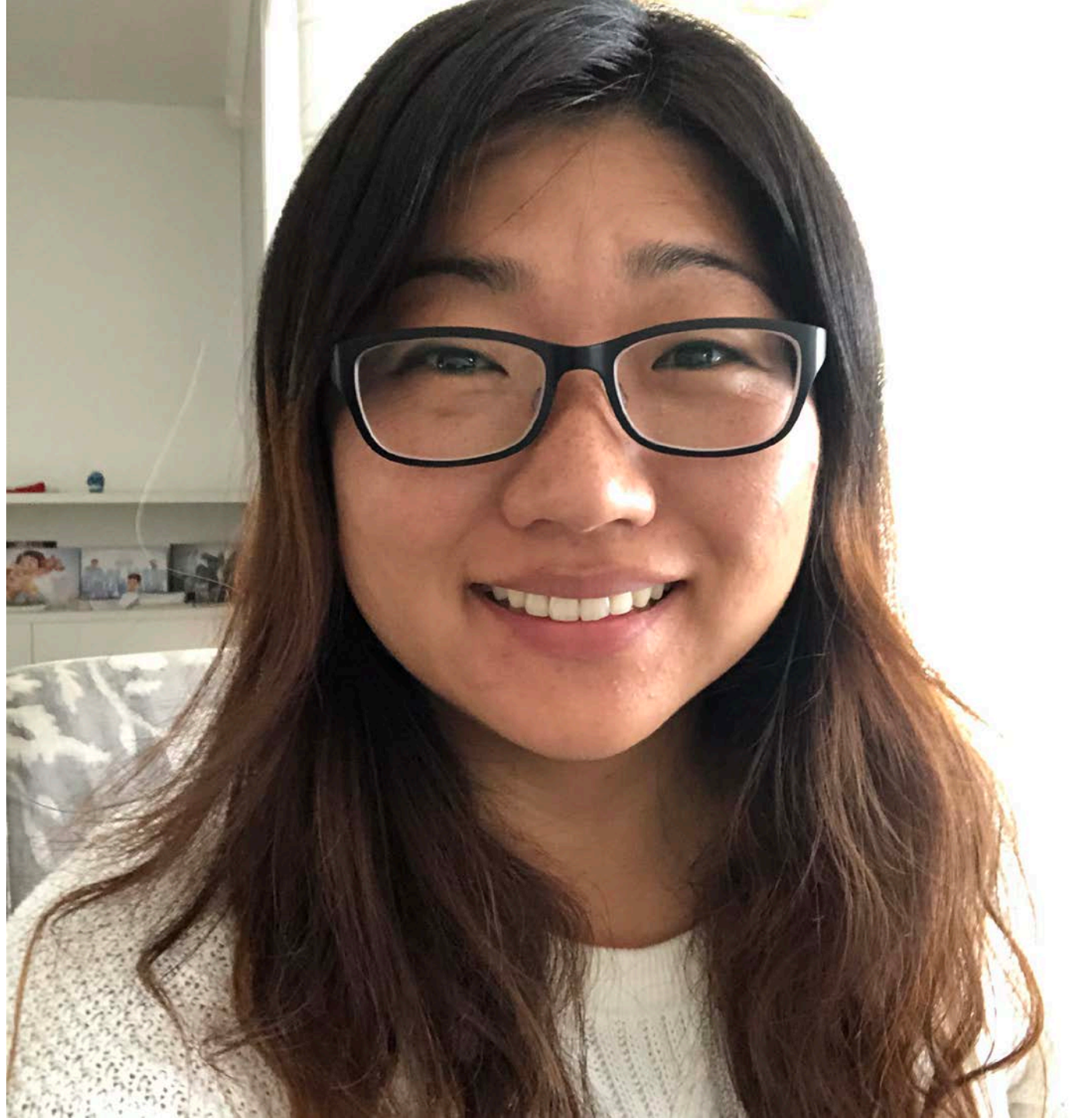
- By questioning and sometimes challenging long-standing organizational methods to awaken our collective consciousness in the hopes of improving our decision-making practices.
- And by mobilizing and supporting equity-minded practices and inclusion efforts through campus-wide learning opportunities and individual conversations to raise awareness of the racialized space and historical legacies that inform the behaviors that each of us bring into the work space.



# Anna Brochet

Counseling Faculty – EOPS

As a counselor for EOPS at El Camino College, I practice equity-mindedness by understanding the limitations of personal responsibility. Responsibility is really important, but when you solely focus on a student's responsibility, I think you are essentially ignoring history and the fact that we are all part of an unjust system that operates on us differently, based on our skin color and our other social identities. So when a student is struggling, I not only think about what the student can do, but what I can do, or what the college can do to counteract the effects of an unjust system and I think that is our responsibility.





# Edith Gutierrez

Director of EOPS/CARE,  
CalWORKs, and Guardian  
Scholars

As Director of EOPS/CARE, CalWORKs, and Guardian Scholars at El Camino College, I practice equity-mindedness by learning and bringing awareness to the systemic nature of racial inequities for historically underserved and marginalized students. I am committed to sharing our student voices. In my position of service, I review data, engage in courageous conversations and act to address practices and policies that perpetuate inequities. I remain hopeful in our ability to bring about systemic change because I am inspired by the potential and resilient spirit of the students we serve.





# Shane Ochoa

English Faculty

As an English Professor here at El Camino College, I practice equity-mindedness by DECOLONIZING my syllabus, DECOLONIZING my curriculum and, most importantly, DECOLONIZING myself. I always strive to look inward and never take for granted that I am free from racialized assumptions or biases. Equity-mindedness is a day-in, day-out lived practice. I always strive to give students the tools to identify, challenge and deconstruct all systems of racial inequality.

