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# Leading Equity as an Administrator

ACCCA Admin 101

Irvine Valley College

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# Educational Journey

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My Grounding | Identity

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HS Teacher

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Educational Consultant

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Director of Trio Programs

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HSI Director

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Dean

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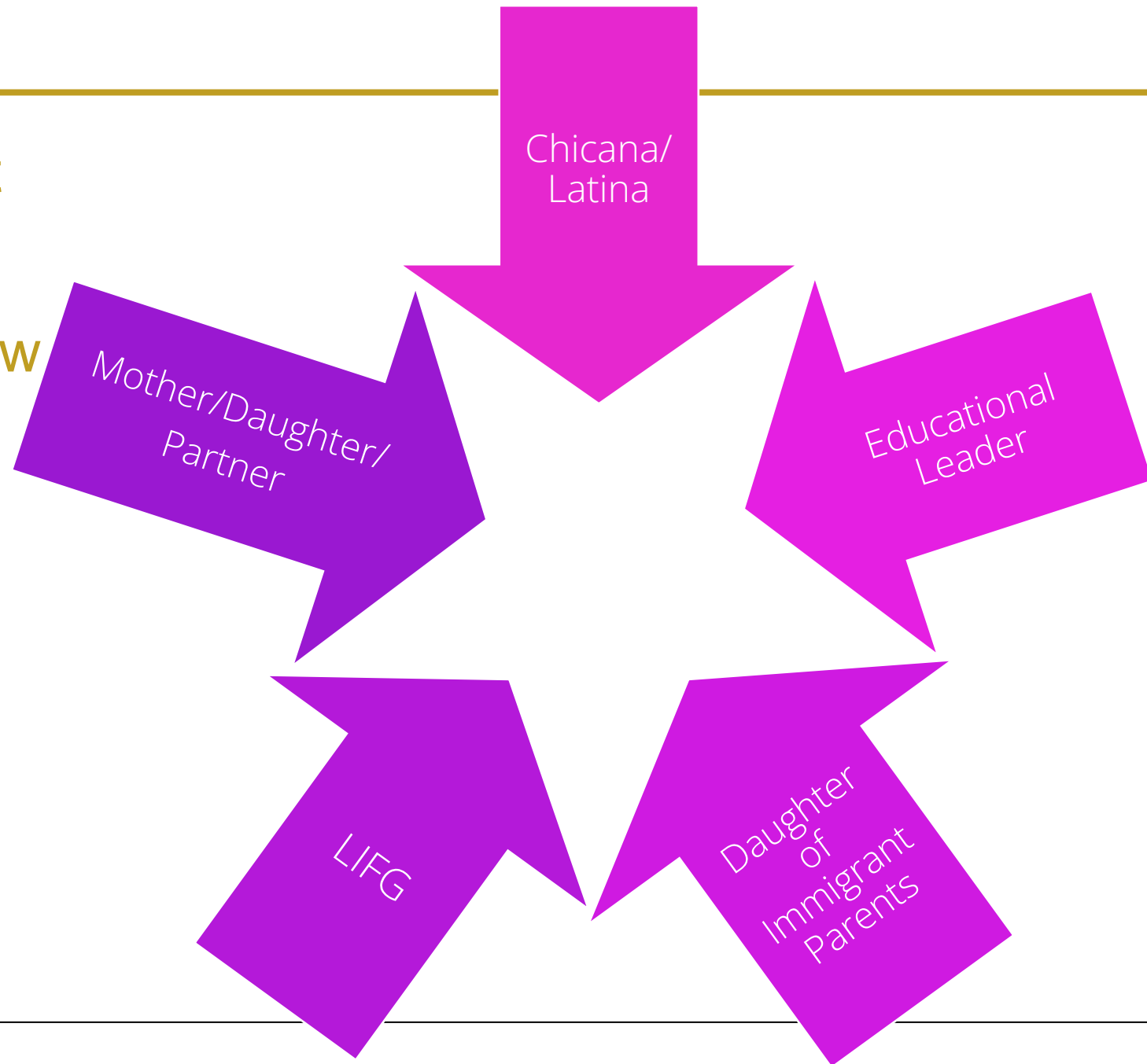
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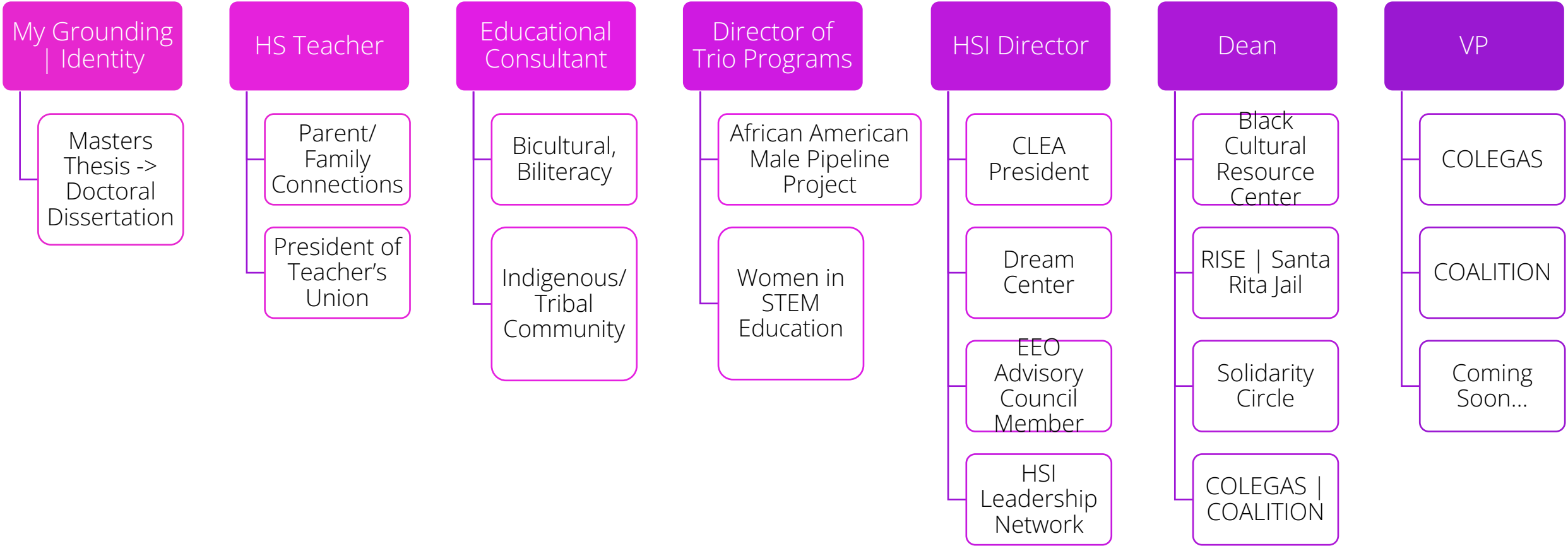


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What are your most important identities that shape and inform how you show up in the world?



# Equity Efforts



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# Identity Shapes Perceptions and Actions



PERSONAL  
IDENTITY



SOCIAL  
IDENTITY



CULTURAL  
IDENTITY



PROFESSIONAL  
IDENTITY

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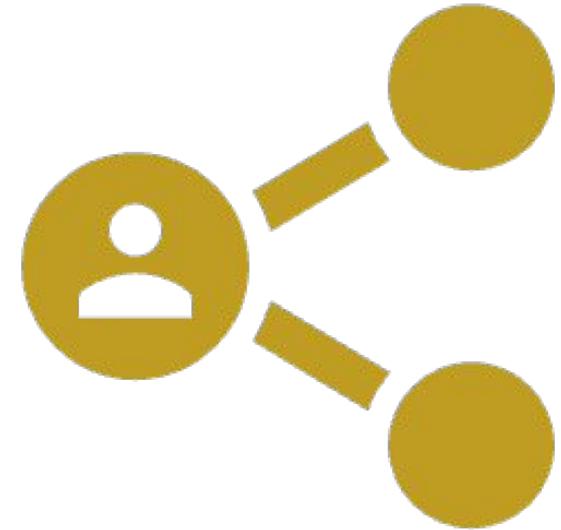
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Authenticity

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What conditions do we need to establish to enable people to lead with authenticity?



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# Identity-Conscious Manager

Awareness of  
personal and  
social identities

Impact on  
interactions

Creating  
inclusive  
environments

Addressing  
bias and  
determination

Tailored  
support and  
development

Ongoing  
reflection and  
learning

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# Key Components of Identity-Conscious Managers

Self Awareness

Cultural Competence

Open Communication

Equity and Fairness

Advocacy

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# Challenges

Implicit bias and  
stereotyping

Power imbalances

Microaggression

Tokenism

Lack of  
representation

Cultural  
misunderstanding  
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Resistance to  
change

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- Share about a time when you had to balance addressing the unique needs of individual team members based on their diverse identities while ensuring that the entire team felt included and equitable practices are maintained?
    - What steps did you take to address this?
    - What were some considerations you had to make?
    - Who did you involve to resolve this?
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# Navigating Challenges

Data to  
neutralize  
challenges

Building  
Coalitions

Anticipate  
Resistance

Take Pulse

Capitalize on  
Controversy

Promote,  
publicize,  
and  
propagate

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"May we do work  
that matters. Vale  
la pena, it's worth  
the pain."- Gloria  
Anzaldua



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Thank you!



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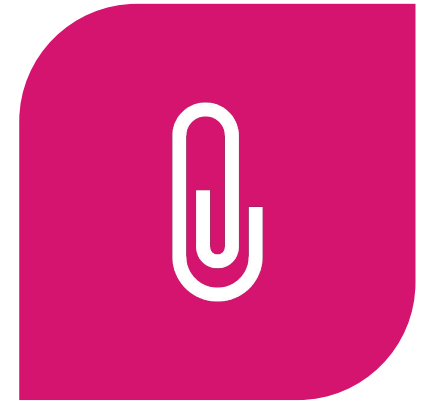
# Happy to Connect!!!



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## Jane

Jane, a Black woman, notices that her contributions in team meetings are often overlooked, whereas similar suggestions by her colleagues are acknowledged and implemented. She feels that implicit biases may be affecting how her ideas are received.



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## Carlos

Carlos, a new administrator from a low-income background, feels uncomfortable voicing his opinions during meetings with senior leaders. He believes his perspectives are undervalued due to his lower positionality.

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