

Realized Equity Model

This proposal highlights and supports the strengths of existing “schools” to ensure success, practice equity and inclusivity, and give long overdue visibility and acknowledgement to Evergreen’s three foundational mainstays--The Tacoma Program, The Native Pathways Program (NPP), and the Interdisciplinary Programs at Olympia. Both NPP and Tacoma already operate as a school within a college--from Outreach to Admissions, Academic Advising to Curriculum: they have relationships with key campus services and already complete all the administrative work. They have name recognition on campus and in the community, including partnerships with stakeholders and bridge programs with community colleges. Both of these programs have a clear, interdisciplinary path to graduation. It is past time to walk in integrity, practicing realized equity with and for NPP and the Tacoma Programs and recognize them as schools. This model demands that schools provide:

- Multiple modes of learning:
 - Face-to-face
 - Online (May be made available to students at all locations)
 - Hybrid, including low-residency models similar to NPP’s existing model and MPA Tribal Model
- Interdisciplinary academic programs and courses
- Foundational to advanced work, and Greener Foundations
- High impact Practices, community service learning & internship opportunities
- Offer cyclical and/or repeating curriculum in specified areas for students to create an academic plan
- Certificates that provide career-connected skills
- Faculty, staff, & student comradeship
- Wrap around student services
- Visibility & opportunities to attract new students with clearly defined academic paths
- Consistency in administration & structure
- Coordination with all other curricular programs to develop a master schedule for students to map out their studies

In order to be leaders in higher education and provide students an environment of belonging and holistic learning.

- Inclusivity as a way of being, and a means to increase access, opportunity, and success for many of our students.
- Cultural literacy is a concept to be practiced and lived.
- Leadership must be modeled & accountable.
- Theory to praxis should be highlighted for students to see their work & learning in action.

