Session Goals

- Infrastructure of Our Team
- Institutional Change
- Transformational Solutions initiated by our Equity team
- Q & A
Student Equity Team

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Research Analyst

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and English Faculty

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The College

One City, One District, One College

One Main Campus; 8 Centers

~40,000 credit students  
~24,000 non-credit students  
(2017-18 AY)

2017-18 AY: 82 Equity projects  
2018-19 AY: 56 Equity projects
Equity Focus Populations

- American Indian/Alaskan Native
- African American
- Latinx
- Filipino
- Pacific Islander
- Current/Former Foster Youth
- Students with disabilities -DSPS
- Veterans
- Students experiencing homelessness
- LGBTQ+

Institutional Change
Activity- Part 1

Fixed Mindset vs. Equity Mindset

How would you define a fixed mindset versus an equity mindset?

Challenges: What challenges do you see within your own work practice or college that may undermine student success?

Equity on your Campus

How would you describe the culture of equity on your campus?

Challenges

1.
2.
3.
4.
5.
Challenges

- Access
- Culture
- Communication
- Silos
- Equity Gap

Transformational Solutions
Activity- Part 2

Reflecting on Effort and Successes

What efforts or solutions have you or your college implemented in order to support student success through an equity mindset?

Any successes you have seen?

Equity on your Campus

How would you describe the culture of equity on your campus?

<table>
<thead>
<tr>
<th>Challenges</th>
<th>Successes on your campus</th>
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<tbody>
<tr>
<td>1.</td>
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Access: Student-Centered Resource Hub

Implemented:

- Site page with the focus on creating an online “one stop” resource hub for students
  - Houses the complete and comprehensive list of all resources and services offered by the college
  - Maintains updated information for upcoming workshops, events, deadlines, etc.

- Various modes of outreaching to connect with students and faculty
  - Classroom and department presentations
  - Workshops
  - Drop-in Info Sessions
  - 1-on-1 Meetings

<table>
<thead>
<tr>
<th>Name of Service/Resource</th>
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<tr>
<td>Academic Counseling: AB 540</td>
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<tr>
<td>Academic Counseling: Asian Pacific American Student Success Program (APASS)</td>
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<tr>
<td>Academic Counseling: Athletics</td>
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<tr>
<td>Academic Counseling: Career Hall &amp; CSCP Centers</td>
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<tr>
<td>Academic Counseling: Disabled Students Programs and Services (DSPS)</td>
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<tr>
<td>Academic Counseling: Extended Opportunity Programs &amp; Services (EOPPS)</td>
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<td>Academic Counseling: International Student Counseling Program (ISCP)</td>
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<tr>
<td>Academic Counseling: Latino Services Network (LSN)</td>
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<tr>
<td>Academic Counseling: Lesbian, Gay, Bisexual, and Transgender (LGBT)</td>
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<tr>
<td>Academic Counseling: Multi-Use Building (Room 39)</td>
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<tr>
<td>Academic Counseling: UMOJA/African American Scholars Program (AASP)</td>
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<tr>
<td>Academic Counseling: Veterans Academic Counseling</td>
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<tr>
<td>Admissions (Credit)</td>
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<tr>
<td>Admissions (Non-Credit)</td>
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<tr>
<td>African American Studies Resource Center</td>
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<tr>
<td>Alice Staller Library</td>
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<td>Alumni Relations Program</td>
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<td>Associated Students (AS)</td>
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<td>Associated Students Book Loan Program</td>
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<tr>
<td>Astronomy Department Tutoring Program</td>
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<td>Astronomy: ESL Assistance</td>
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<td>Astronomy Outreach Resource Service Learning Program</td>
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<tr>
<td>Biology Resource Center</td>
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<tr>
<td>Bridge to Biosciences</td>
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<tr>
<td>Broadcast Media Services</td>
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<tr>
<td>California Early Childhood Mentor Program</td>
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<tr>
<td>Career Development Center</td>
</tr>
<tr>
<td>Career Match Survey</td>
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<tr>
<td>CCSF Campus Police &amp; Services</td>
</tr>
<tr>
<td>CCSF Disability Access Guide</td>
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<tr>
<td>CCSF Ocean Campus Tours</td>
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</tbody>
</table>

*Over 140+ Resources!

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**Student Completion & Resources**

Goals

To put the central focus on student course completion, degree/certificate and transfer success. We aim to serve as a bridge to connect students to academic counselors.

The Student Completion tab will serve as an information hub for resources and services offered by City College of San Francisco to assist students in their academic and career pursuits. Working alongside with the Research and Planning Department to identify students who are close to completing their degrees or certificates, Course Completion aims to provide direct student support services.

The Completion Coordinator will also coordinate with academic counselors which include supporting the Multicultural Retention Centers, DSPS, Veterans and Oxyardian Scholars. By reaching out to students who are degree and certificate ready, our goal is to close the graduation and achievement gap among all students in CCSF.

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If you are new to this site page or would like a quick refresher about how to navigate this page, click here. Please note that for this link, it is best to view it on the Google Chrome or Firefox.

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If you are looking for a student service or resource but not sure where to find it? Let us know. We can direct you.

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Have ideas on how we can improve the way CCSF provides student resources? Leave your feedback.
Access: Centralized Tutor Training

Implemented:

- Training for all Equity Funded tutors
- CRLA Certification Level 1 Training
  - Workshop Series (4 workshops, 10 hrs total)
  - Observations

As a result:

- Building capacity for staff members to engage and support equity populations through their tutoring sessions.
- Increase awareness of self and others.
- Hub for tutors to dialogue.
- In the process of launching CRLA for mentors

Silos: Creating a Shared Tutor /Mentor Language

Implemented:

- Shared language tool to clarify tutor and mentor: roles, duties, pay, etc.

As a result:

- Departments posted job opportunities that aligned with our language
- Data can be accurately tracked
Communication: Connecting to All Stakeholders

**District** → Monthly Newsletter, CityNotes, Workshops, & Professional Development Opportunities

**Equity Project Leads** → Equity Hubs, Listserv, & Support Workshops

**Student Equity Committee, Guided Pathways, Student Equity & Achievement** → Monthly or Biweekly meetings to discuss projects and CCSF Plans.

**Equity Team** → Open communication

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Equity Gap: Data Drop in Sessions

- Available Data
- Raw data Collection
- Interpretation
- Reporting
- Use in evaluation

<table>
<thead>
<tr>
<th>Student Name</th>
<th>Student ID</th>
<th>Date</th>
<th># of Contact Minutes</th>
<th>Student Mentor Initials</th>
</tr>
</thead>
<tbody>
<tr>
<td>Will Smith</td>
<td>@12345678</td>
<td>1/15/2017</td>
<td>15</td>
<td>CA</td>
</tr>
<tr>
<td>Jack Johnson</td>
<td>@67890123</td>
<td>1/15/2017</td>
<td>35</td>
<td>NY</td>
</tr>
<tr>
<td>Johnny Appleseed</td>
<td>W12345678</td>
<td>2/18/2017</td>
<td>60</td>
<td>MAP</td>
</tr>
<tr>
<td>Will Smith</td>
<td>@12345678</td>
<td>2/19/2017</td>
<td>75</td>
<td>CA</td>
</tr>
<tr>
<td>Kim Kardashian</td>
<td>@12345678</td>
<td>2/19/2017</td>
<td>15</td>
<td>CA</td>
</tr>
<tr>
<td>Sang Arthur</td>
<td>W4567890</td>
<td>Jan 15</td>
<td>5H</td>
<td>HK</td>
</tr>
<tr>
<td>Michael Jackson</td>
<td>@56789012</td>
<td>3/30/2017</td>
<td>One hour</td>
<td>MAP</td>
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<tr>
<td>Emma Stone</td>
<td>@12345678</td>
<td>Jan 15-17</td>
<td>55 Min</td>
<td>NH</td>
</tr>
</tbody>
</table>

Instructions: Please use a new row for each contact with a student. Please do not add columns. There are only 5 columns; this will make it easier for the Office of Research and Planning to analyze outcomes of this project. Thank you for your work!
Equity Gap: Bottleneck Courses

What did we look for?
- High enrolled courses
- High equity population enrollment
- Low course success
- Low retention
- Large equity gaps

What did we find?
- The top 50 courses were all transfer level (IGETC, CSU transferable)
- The top 5 (met all above criteria) all prerequisite courses

What did we do?
- Notified and met with Department chairs and lead faculty
- Made two, 2-hour department presentations to engage faculty in equity dialogue
- Departments submitted program review requests tailored to our recommendations
- Future Plan: to present data and facilitate Equity dialogue in every department

Equity Gap: Equity Mindedness from the Inside Out

- Based on CUE training and collaboration with other OSE team members and Equity leaders, created Developing Equity Mindedness from the Inside Out

- Feedback from Department Bottleneck presentations

Hopes and Dreams
- The document will be a living, breathing malleable resource for all to reference and to adjust based on their needs and their viewpoints.
- Piloting Instructor-Level Data Assessment for English CoP, Summer 201
Culture: Program Review Allocation

Establishing Accountability

- Contract (after allocation approval)
- Expectations/Responsibility
- Canvas Course: Online Equity Training
- Support Workshop: Equity Project Leads
- Self-Evaluation (every term)
- Additional support – Budgeting Tool, Equity Hubs, Data Support Sessions
Culture: Professional Development

- ACUE
- CUE
- Community of Practice
- CORA - Teaching Men of Color/Equity Education Certificate Program
- CCSF Equity Symposium
Thank you