ADVANCING EQUITY THROUGH GUIDE D PATHWAYS

LEVERAGING FACULTY LEADERSHIP TO OPERATIONALIZE EQUITY GOALS

CSSO SYMPOSIUM 2022

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WHERE IS GP AND STUDENT EQUITY?

What are the opportunities and challenges in its current organizational structure?
EQUITY imagines an equal world. “I care about all students equally.”

In contrast, EQUITY redirects resources to the pathways with greatest need to fix barriers and intentionally provide support.

Regular data disaggregation & analysis
Goal setting and action planning
Faculty & staff training to be equity facilitators
Inquiry to understand how practices impede equity
STRATEGIC ALIGNMENT

- Strategic Goals (EMP)
- SOAA
- Vision for Success
- Equity
- Success Factors
- And more ...
**CROSSWALK** of college, district, and state plans to see where college efforts are being directed and to identify gaps.

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<td>1</td>
<td>Access: Expand college access by doubling current headcount and full-time equivalent students (FTES).</td>
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<td>Success: Implement Guided Pathways framework</td>
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<td>Equity: Close all student equity gaps.</td>
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<td>Professional Development: Implement PD around GP and equity framework; foster a culture of ongoing improvement.</td>
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<td>Workforce and Economic Development: Reduce working poverty and the skills gap</td>
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<td>Community Partnerships: Pursue, develop, &amp; sustain collaborative partnerships</td>
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<td>Programs: Become the regional college of choice by offering a comprehensive range of programs that prepare students for the future and meet employer workforce needs.</td>
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<td>Effectiveness, Planning, and Governance: Develop institutional effectiveness and integrated planning systems and governance structures to support ongoing development and continuous improvement as we become a comprehensive college.</td>
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<td>9</td>
<td>Workplace/Employees: Expand workforce to support comprehensive college and develop/sustain excellent workplace culture</td>
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<td>Facilities: Build a comprehensive and inspiring campus integrated into the region that serves as a destination for education, commerce, life, and</td>
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Centering Equity in Loss/Momentum

The Loss-Momentum Framework developed by the Completion by Design initiative helps colleges identify where students meet their greatest obstacles to persistence and completion.

- Students who intend to enroll, but do not persist from Fall to Spring: 8% - 40%
- Students who do not persist from Fall to Spring: 29%
- Students who have not finished a degree after 3 years: 91%
- Students who are not successful in classes: 31%
Centering Equity in Loss/Momentum

The Leaky Funnel

- Connection
- Entry
- Progress
- Completion

Understand **WHERE** we lose students

Understand **WHICH** students we lose

**WHY** do we lose them?
EQUITY MINDED FRAMEWORK

Achieving the Dream found that colleges see the greatest gains in equity outcomes when they promote a personalized experience in which all students:

- Are supported in achieving their goals through intentional and early development of academic, career, and financial plans.
- Have to tell their “story” only once and are not running from office to office to office to get answers.
- Are proactively connected with supports targeted to their individual needs so they enter college fully prepared to learn.
- Feel confident that faculty, staff, and administrators are invested in their success.
1 CLARIFYING THE PATH FOR BLACK STUDENTS

Umoja as a Program
- Traditional Umoja Learning Community: English and Counseling
- Singular criteria for Umoja participation
- Umoja as a stand-alone program
- Using tutoring as an auxiliary resource
- Social and community oriented

Umoja as a Pathway
- Expansion of Umojified courses across multiple departments and disciplines (Com, Soc, Math, Poli Sci, Kin, etc)
- Differentiated & personalized student engagement based on student needs
- Umoja integrated into STEM career pathway
- Embedded tutoring by Umoja students with dedicated Village Space in the Learning Resource Center
- AND Academic focus with Student Leadership Development
Guided Onboarding Process includes the **Holistic Student Support Survey** into Orientation Process through 5 mini-surveys:

- Career Planning
- Student Support Services
- Financial Planning
- Academic Planning
- Community Connections

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**Maslow’s Hierarchy of Needs**

- **Physiological needs:** Food, water, warmth, rest
- **Safety needs:** security, safety
- **Belongingness and love needs:** intimate relationships, friends
- **Esteem needs:** prestige & feeling of accomplishment
- **Self-actualization:** achieving one’s full potential, including creative activities

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**Self-fulfillment Needs**

**Psychological Needs**

**Basic Needs**
3 EQUITY FOCUSED PROFESSIONAL DEVELOPMENT

EQUITY & ANTI-RACISM
PROFESSIONAL DEVELOPMENT OPPORTUNITIES

CORAA (Center for Organizational Responsibility and Advancement)

COURSES
Please contact Dr. Gustavo Oceguera, Dean of Grants and Student Equity.
Send Email

- Teaching Men of Color in the Community College: https://corlearn.org/product/black-minds
- Racial Microaggressions: https://corlearn.org/product/black-minds
- Course Design for Racial Equity: https://corlearn.org/product/black-minds
- Black Minds Matter: https://corlearn.org/product/black-minds
- Black Ally Program: https://corlearn.org/product/black-ally-program/
- CORAA Website: https://corlearn.org/corporate/

NORCO COLLEGE EQUITY & ANTI-RACISM RESOURCES

LIBGUIDES
- Celebrating Hispanic Heritage: https://norcorcollege.libguides.com/c.php?g=1180204
- Lifting Black Voices: https://norcorcollege.libguides.com/liftingblackvoices
- LGBTQIA: https://norcorcollege.libguides.com/LGBTQIA
- AAP: https://norcorcollege.libguides.com/AAP

CULTURAL EVENTS CALENDAR:
https://www.norcorcollege.edu/events/Pages/Cultural-Events-Calendar.aspx

CENTER FOR SOCIAL JUSTICE & CIVIL LIBERTIES (RCCD)

COMMITTEES & GROUPS
- RACIAL JUSTICE TASK FORCE
  https://www.norcorcollege.edu/about/racial-justice/Pages/Members.aspx
- DEI (Diversity Equity & Inclusion Committee)
  https://www.norcorcollege.edu/committees/de/Pages/events.aspx
- TLC (Teaching & Learning Committee)
  https://www.norcorcollege.edu/committees/tlc/Pages/index.aspx
- GUIDED PATHWAYS
  https://www.norcorcollege.edu/committees/gp/Pages/index.aspx

STUDENT PROGRAMS
- UMOJA
4 EQUITY DATA COACHING

Project Team deliverables included 19 Data Coaches, and launch of Data Coach Resource Website

Data Coach Resources

Prompts
- Instruction Program Review Equity Prompts

The Data Story
- Instruction Data Story Template
- Instruction Data Story Template Example
- Instruction Data Story Tutorial
- Student Services Data Story Template
- Student Services Data Story Template Example
- Student Services Data Story Tutorial

CUE Resources
- CUE Racial Equity Tools
- CUE Racial Equity Data Analysis Phase
- CUE Racial Equity Data Tools Guide (PDF)
STUDENTS FIRST

- How might/have student voices help(ed) to shape your student equity and guided pathways work at your institution?
- How is resistance to equity in guided pathways manifested at your college, and from whom?
CENTERING EQUITY AND ANTI-RACISM

College Connections

- Cultural & Racial Competency Project Team
- Governance Coordination
- Professional Development Site
- Academic Senate Committee Charters

District Perspective

- Call to Action Taskforce
- Board of Trustees
- Diversity Equity & Inclusion
- USC Alliance Training
- HOTEP Equity Audit

Equity Faculty Lead
WHAT DID WE LEARN?

- Guided Pathways without equity, is NOT guided pathways
- Invite and honor student voices in the operational strategies – students are eager to share when we provide the right mediums and environments for engaging and participating
- Connect the data pieces
- Work closely with Academic Senate/CTA, CSEA, and Student Government for Project Teams to develop faculty job descriptions, application and selection processes – formal faculty leadership was essential
- Strategic connections to participatory shared governance groups KEY to advancing work, otherwise we produce disconnected outcomes and duplication of efforts
- Q & A