DEIA THROUGH THE STUDENT LENS: DO YOUR STUDENTS SEE AND FEEL YOUR COLLEGE AS DIVERSE AND WELCOMING?

THURSDAY, JULY 21
6:00 P.M. - 7:30 P.M.
DIVERSITY EQUITY INCLUSION

DEI EVOLVES...........

DIVERSITY EQUITY INCLUSION ACCESSIBILITY

DEIA
Community College League of California

DEIA Defined:

- **Diversity**: Organizational commitment to culture and policies that support individuals in all the ways they differ.
- **Equity**: Removing advantages and barriers to provide access to the same opportunities for everyone.
- **Inclusion**: Students and employees of all backgrounds feel supported and valued so they can be their authentic selves.
- **Accessibility**: Accommodate students and employees of all abilities so everyone can participate in learning and campus life.
CELEBRATING DEIA

Districts Registered for 1 or more DEIA Townhalls

94%
CELEBRATING DEIA

Districts Registered for All 7 Townhalls

Allan Hancock CCD
Foothill-De Anza CCD
Kern CCD
Palomar CCD
Rancho Santiago CCD
Riverside CCD
Ventura County CCD

Compton CCD
Glendale CCD
Los Rios CCD
Pasadena Area CCD
Redwoods CCD
San Joaquin Delta CCD
West Valley-Mission CCD

El Camino CCD
Grossmont-Cuyamaca CCD
Ohlone CCD
Peralta CCD
Rio Hondo CCD
State Center CCD
Yuba CCD
CELEBRATING DEIA

Districts with Most Participants

Ohlone CCD

Pasadena Area CCD
Where can I find the recordings of the Townhall Series?

Community College League of California

**CCLC Website**

**DEIA Webpage**
Program Overview

Introduction Panel Topic

Student Panel

Summary

Resources & Coming Events
A SPECIAL THANK YOU TO OUR CORPORATE PARTNERS

**Presidential Partners**

- LCW
- Servitas
- PARS
- Constellation

**Leadership Partners**

- PBK
- Spurr
- Ellucian
- Stifel
- Turnitin
- Blach Construction
- Jobspeaker

**Associate Partners**

- Morgan Stanley
- Piper Sandler
- Scion
- KNN
- Schneider Electric
- Ex Libris
- Keenan
DEIA THROUGH THE STUDENT LENS: DO YOUR STUDENTS SEE AND FEEL YOUR COLLEGE AS DIVERSE AND WELCOMING?

COMMUNITY COLLEGE LEAGUE OF CALIFORNIA
LOGISTICS

USE CHAT TO......

❖ INTRODUCE YOURSELF AND YOUR COLLEGE

❖ POST QUESTIONS AND COMMENTS
WELCOME

Marisa Perez
Trustee
Cerritos CCD
CCLC CCCT Board President
DEIA Through The Student Lens Agenda

Program Overview

Introduction Panel Topic

Student Panel

Summary

Resources & Coming Events
SURVEY QUESTIONS

Mary Ann Lutz
Trustee
Citrus CCD
Town Hall Lead
POP-UP POLL TIME!!
Enhancing the Student Experience

Dr. Richard Rams
Citrus College
Vice President of Student Services
rrams@citruscollege.edu
626-914-8534

Tyesha Thomas
Citrus College
Director of Diversity, Equity, and Inclusion
tthomas@citruscollege.edu
626-857-4059
Enhancing the Student Experience

Three Major Challenges to DEIA through the Student Lens

• Invisibility
• Accessibility
• External Pressures
Enhancing the Student Experience: Seven Equity Minded Practices in Student Services

(Reference: Frank Harris III & J. Luke Wood)

1. Be Intrusive
2. Be Responsive
3. Be race conscious
4. Be informed
5. Be community focused
6. Be clear and validating
7. Be flexible and compassionate
Enhancing the Student Experience: Initiating Contact

Enrollment Services Example
• How technology, analytics and constant user feedback can be utilized to improve interactions and staff understanding of needs/challenges.

*Key Equity Minded Principles: Intrusive, Responsive, Informed*

Financial Aid Example
• An Equitable Approach to Enforcement of Satisfactory Academic Progress

*Key Equity Minded Principles: Race Conscious, Clear/Validating, Flexible/Compassionate, Community Focused*
Enhancing the Student Experience: Mental Health Support and Collaborations

“AUTHENTIC CARE” (Bensimon): Having a vested interest in students’ lives; being genuinely concerned about their well-being; and being personally invested in their success.

Emerging Opportunities:
• $30 million of ongoing support to CCCs for Mental Health Services
• Changes to BOG/Title 5 Campus Safety regulations
• Emerging support for Basic Needs, LGBTQ+, A2MEND, and other impacted groups
Activities to engage in

1. Determine best ways to create or engage in two-way communication
   • Students, employees, community, & system
2. Assess students who are missing
3. Review technology data – search queries and keywords
4. Consider the needs of non-credit programs
5. Conduct DEIA survey
6. Equity walks - digital and in-person
Quick tips to enhance the digital experience

1. Search bar, accessible documents & websites (including images and social media), Google translate feature
2. Maps or listings - gender inclusive restrooms, menstrual products, lactation spaces, etc.
3. Virtual services - events, resources, community building, etc.
4. Use customer service and communication tools that meets their needs
5. Create ways to complete processes without having to come in person
Enhancing the Student Experience: Things to consider during panel

1. Who the panelists are in addition to being students and what their needs are
2. How students learn about college, support services, or find information
3. The barriers colleges removed or could remove
4. How colleges can learn about barriers and communicate changes or outcomes
POP-UP POLL TIME!!
Leonardo Rodriguez
Student
Mendocino College

Karina Ramirez
Student
El Camino College

Rafael Valdovinos
Student
Allan Hancock College

Katie Beverly
Student
Citrus College
Dr. Lennor M. Johnson
Superintendent/President
Imperial Valley College
Diversity, Equity, Inclusion, and Accessibility

Dr. Lennor M. Johnson
Tips

MAKE IT REAL
MAKE IT ACTIONABLE
MAKE IT MEASURABLE
LEVERAGE ESSENTIALS
• **Reality check**
  - Who is attending and not graduating
  - Who is not attending
  - What programs are working or not working?
  - How many ‘X’ graduated from STEM related fields?
  - What percent of the funding or resources is supporting DEIA?

• **Make the obvious more obvious**
  - Data dashboards
  - Public discussions/forums
  - Standing item discussion at all levels
  - DEIA or culturally relevant displays

• **Create a burning platform around equity - change is necessary to improve student outcomes**

• **How does DEIA success look like this year, next year and within 5 years**
Make it Actionable

Mission, Vision, & Values

Strategic Educational Master Plan

Board Policies & Administrative Procedures

Hiring Practices

Board Goals

Professional Development
Strategic Educational & Facilities Master Plan

STRATEGIC GOALS

A. Clear Pathways
B. Student Success
C. Labor Market Alignment
D. Equity and Social Justice
E. Resource Stewardship

STUDENT CENTERED

EQUITY + INCLUSION

ACCESS + WAYFINDING

EFFECTIVE + EFFICIENT

FACILITIES PLANNING PRINCIPLES
Strategic Goal D

VISION FOR SUCCESS GOALS

Goal 1A
Increase All Students Who Earned an Associate Degree (including ADTs)

Goal 5.1A
Increase All Students who earned an Associate Degree, including ADT’s for specified subgroups

STRATEGIC GOAL

Strengthen a culture of equity, diversity, inclusion, and social justice

OBJECTIVES (2021-30)

1. Increase equitable access to programs and support services at all locations and in all modalities
2. Increase retention and success rates for all students in all instructional modalities and course types
3. Develop a human capital management strategy that reflects IVC’s demographic diversity
4. Provide accurate data and professional development opportunities, which are needed to address inequities and serve disproportionately-impacted, underserved students
5. Implement policies and procedures to regularly audit classroom and campus climates to ensure an inclusive environment
6. Create regular opportunities for engagement and community-building centered on equity-focused, anti-racist, intersectional lens, and inclusive practices
Make it Measurable
- Addressing Basic Needs

- Expand services to address basic needs
- Basic Needs Survey
- Established Food Pantry 2017
- Established Housing Project 2020
- Expanded Housing to Tiny Homes
- SDSU & IVC Housing
Make it Measurable
- Equity across the campus

Bring equity in the classroom
Equity-minded hires
Professional development “ELI”
Challenged inequitable practices
Equity & Social Justice Forums

What is the Equity Leadership Institute (ELI) at IVC? ELI is a year-long institute designed to provide professional development and support to an inaugural cohort of (10) classified professionals, (10) faculty members, and (10) administrators that will become future ELI Facilitators for our campus community for Justice, Equity, Diversity, Inclusiveness, and Accessibility practices at our institution.
Make it Measurable - Equity hires

- Make campus more diverse
  - Hiring practices
  - Changed BPs & APs
  - Committee structure
  - Enhanced orientation

- Student Equity Insider on the committee
- Diverse committee
- Thorough discussion on the “ideal” candidate
- Don’t be afraid to start over

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<tr>
<th>Race and Ethnicity</th>
<th>Faculty Full-Time</th>
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<tr>
<td></td>
<td>Fall 2019</td>
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<td></td>
<td>151/31.3%</td>
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<td>77/51%</td>
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<td>74/49%</td>
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<tr>
<td></td>
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<tr>
<td></td>
<td>64/42.4%</td>
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<tr>
<td></td>
<td>72/47.7%</td>
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<td></td>
<td>42.6%</td>
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Make it Measurable - Access & outreach

Sample Target Markets
- Foster youth
- ESL students
- DSPS
- Students who withdrew
- By Academic Program
- New students
- Near completion students

<table>
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<tr>
<th>Outreach Specialists</th>
<th>Texts</th>
<th>Emails</th>
<th>Phone Calls</th>
<th>CalFresh Applications</th>
<th>Have Enrolled</th>
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<td>131</td>
<td>145</td>
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<td>131</td>
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<tr>
<td>Ruby</td>
<td>104</td>
<td>99</td>
<td>90</td>
<td>2</td>
<td>83</td>
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<td>Pino</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<td>Mitchell</td>
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<td>0</td>
<td>0</td>
<td>0</td>
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<td>Urbina</td>
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<td>265</td>
<td>35</td>
<td>1</td>
<td>5</td>
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<td>105</td>
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<td>Peraita</td>
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<td>Aguilar</td>
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<td>78</td>
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<td>Ruiz</td>
<td>95</td>
<td>95</td>
<td>105</td>
<td>1</td>
<td>70</td>
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TOTAL: 639, 829, 647, 10, 509
Increase has been reflected in the number of students of concern, cases suffering from depression and anxiety, and students expressing suicide thoughts. We implemented Wellness Wednesdays (resource tables across campus) where we provide educational resources and PHQ9 questionnaire to identify signs of depression (prevention & early intervention) Using funding from the $30 million MH coming from the State Allocation to hire an additional PT MH Counselor for this spring 2022 semester. This semester we implemented 1 Suicide Prevention and Mental Health Awareness Fair (in collaboration with the Imperial County Behavioral Health Dept) at the beginning of this spring. Brought "Send Silence Packing" event on campus (1ST time). This event under Active Minds organization in collaboration with the IVC Active Minds club.

Have you integrated telehealth services at your campus? Telehealth is an option to eliminate barriers (i.e. transportation) Telehealth happens via zoom & phone call.

80% of students prefer in-person due to privacy (i.e. difficulty having a
## D. Success & Retention by Ethnicity

<table>
<thead>
<tr>
<th>Term Name</th>
<th>American Indian or Alaska Native</th>
<th>Asian</th>
<th>Black or African American</th>
<th>Hispanic</th>
<th>Native Hawaiian or Other Pacific Islander</th>
<th>Two or More Races</th>
<th>Unknown</th>
<th>White</th>
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<tbody>
<tr>
<td>Enrollment</td>
<td>Success (%)</td>
<td>Retention (%)</td>
<td>Enrollment</td>
<td>Success (%)</td>
<td>Retention (%)</td>
<td>Enrollment</td>
<td>Success (%)</td>
<td>Retention (%)</td>
</tr>
<tr>
<td>Fall 2018</td>
<td>38</td>
<td>61.1%</td>
<td>100.0%</td>
<td>182</td>
<td>88.8%</td>
<td>90.7%</td>
<td>350</td>
<td>74.7%</td>
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<tr>
<td>Winter 2019</td>
<td>3</td>
<td>100.0%</td>
<td>100.0%</td>
<td>33</td>
<td>97.0%</td>
<td>97.0%</td>
<td>4,116</td>
<td>87.3%</td>
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<td>Spring 2019</td>
<td>29</td>
<td>95.7%</td>
<td>100.0%</td>
<td>163</td>
<td>89.0%</td>
<td>96.1%</td>
<td>22,953</td>
<td>71.3%</td>
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<td>Summer 2019</td>
<td>8</td>
<td>100.0%</td>
<td>100.0%</td>
<td>32</td>
<td>98.8%</td>
<td>98.8%</td>
<td>7</td>
<td>90.0%</td>
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<tr>
<td>Fall 2019</td>
<td>21</td>
<td>81.0%</td>
<td>95.5%</td>
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<td>85.7%</td>
<td>95.4%</td>
<td>547</td>
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<td>21</td>
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<td>100.0%</td>
<td>58</td>
<td>84.2%</td>
<td>89.3%</td>
<td>3</td>
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<td>Spring 2020</td>
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<td>126</td>
<td>100.0%</td>
<td>100.0%</td>
<td>230</td>
<td>94.3%</td>
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<td>96.7%</td>
<td>4,660</td>
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<td>90.0%</td>
<td>125</td>
<td>77.9%</td>
<td>92.2%</td>
<td>21,870</td>
<td>68.3%</td>
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<td>90.0%</td>
<td>90.0%</td>
<td>30</td>
<td>88.0%</td>
<td>94.4%</td>
<td>200</td>
<td>70.0%</td>
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<tr>
<td>Spring 2021</td>
<td>2</td>
<td>90.0%</td>
<td>100.0%</td>
<td>112</td>
<td>77.7%</td>
<td>91.3%</td>
<td>205</td>
<td>67.0%</td>
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<tr>
<td>Summer 2021</td>
<td>2</td>
<td>90.0%</td>
<td>90.0%</td>
<td>42</td>
<td>90.0%</td>
<td>90.0%</td>
<td>34</td>
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<td>Grand Total</td>
<td>107</td>
<td>79.4%</td>
<td>97.2%</td>
<td>1,089</td>
<td>87.0%</td>
<td>92.0%</td>
<td>2,090</td>
<td>77.1%</td>
</tr>
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</table>

### Success Rates

- Fall 2018: 100.0%
- Fall 2019: 99.9%
- Fall 2020: 99.9%
- Spring 2021: 99.9%

### Retention Rates

- Fall 2018: 100.0%
- Fall 2019: 99.9%
- Fall 2020: 99.9%
- Spring 2021: 99.9%
Key Essentials In Implementing DEIA

- Define diversity, equity, inclusion, and accessibility
  - What do they mean?
  - What defines success?
  - How does each department contribute

- Address campus culture

- Remove silos
  - Equity is not one department; it takes a campus

- Get enough data to make a decision and move on

- Maintain a degree of organizational stability

- Be intentional in the implementation
  - If you want more “x” students, do something different

- Have crucial conversations with key campus leaders
Contact Information

Lennor M. Johnson, Ed.D.
Superintendent/President
Imperial Valley College
Lennor.Johnson@imperial.edu
POP-UP POLL TIME!!
SUMMARY

Dr. Martha Garcia
Superintendent/President
College of the Desert
COMING EVENTS

- 2022 ACCT LEADERSHIP CONGRESS: October 26 - 29
- 2022 CCLC ANNUAL COVENTION: November 17 - 19
Community College/Higer Ed Resources:

- League DEIA Resources/Town Hall Recordings
- CCCCO DEIA Resources: Vision for Success DEI Task Force 2020 Report
- Chancellor’s Office: 6/5/20 Call To Action
- 11/9/20 Call To Action Update
- 6/14/21 Call To Action Update
- SAMPLE CC DISTRICT RESOLUTION: AFFIRMING COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION
- DEI Glossary of Terms
- SSCC ANTI-RACISM: A Student Plan of Action

- DEI Professional Development Learning Modules – Search for these titles in the CCCCO Vision Resource Center:
  - “I Don’t See Color, I Just See People: Becoming Culturally Competent”
  - “Playing Behind the Screen: The Implicit Bias in our Colleges”

- CCCT/CEOCCC Joint Resolution: AFFIRMING OUR COMMITMENT TO STUDENT SUCCESS FOR BLACK & AA STUDENTS

- Campaign For College Opportunity Study Reports:
  - Left Out
  - State of Higher Ed for Black Californians
  - Follow The Money
  - State of Higher Ed for Latinx Californians

- CA Governor’s Council For Post-Secondary Education: Recovery With Equity

- BOOKS, VIDEOS & SERVICES by Drs. J. Luke Wood and Frank Harris III:
  - BOOKS
  - VIDEOS
  - SERVICES

- BOOK: Sims/Taylor-Mendoza/Wallace/Conaway/Hotep Minding The Obligation Gap in Community Colleges and Beyond
  - 5-Part Webinar Series

- BOOK: McNair/Bensimon/Malcom-Piqueux From Equity Talk to Equity Walk: Expanding Practitioner Knowledge for Racial Justice in Higher Education
Anti-Racism/Racial Justice Self-Study:

- How Studying Privilege Systems Can Strengthen Compassion: Peggy McIntosh at TEDxTimberlaneSchools
- White Privilege: Unpacking the Invisible Knapsack - Peggy McIntosh
- ARTICLE: Cory Collins. What Is White Privilege, Really? Recognizing white privilege begins with truly understanding the term itself. Issue 60, Fall 2018
- VIDEOS: Robin DiAngelo
  - Publications
  - Media
  - White Fragility Readers Guide
- BOOKS: Kendi, Ibram X. Stamped from the Beginning, 2017
  - How To Be An Antiracist, 2019

Accessibility/Universal Design for Learning Self-Study:

- California State University Long Beach: Universal Design for Learning
  - VIDEOS: UDL Part 1 UDL Part 2
- CAST.org: Universal Design for Learning
  - VIDEO: UDL at a Glance
- UDL-Universe: A Comprehensive Faculty Development Guide - a project of the California State University system
Special Thanks to CCLC Staff!
THANK YOU for ATTENDING!