

MSJC Call to Action

Radical Reduction of Opportunity Gaps
for our African American and Black Students

Are We Ready?

How We are Failing our African American & Black Students

- Course Success
- Persistence
- Graduation (Degree/Certificate)
- Transfer
- 90.4% of Full-time faculty have more than -3% gap in African American success rates compared to white students

We have an
Institutional Problem

“Do the best you can until
you know better. Then
when you know better, do
better.”

Maya Angelou

Immediate Equity Actions

2020-2021

Immediate Equity Actions

- Action: Centering the Voices of our African American and Black Leaders, Professionals and Students
- Action: Reduction of Opportunity Gaps - Finalize Strategic Equity Plan
- Action: Mandatory Professional Development & Learning for Administrators/Classified Professionals and Full-Time Faculty and Creating opportunities for professional development for Associate Faculty
- Action: Faculty/Staff Representation & Diversification
- Action: Equity Guided Pathways focused on African American and Black Students
- Action: Academic Support & Student Support Practices and Services
- Action: Institutional Policy and Administrative Procedure Review and Revision
- Action: Creating Community and Belonging for our African American and Black Students

Centering the Voices of our African American and Black Leaders, Professionals, and Students

- Develop a Presidential Advisory Council
- President's Leadership Academy – Involvement/Participation of African American and Black Professionals
- Creation of Faculty and Staff Alliances specific to highest priority students (ex: Ujima/Sankofa/ Presidential Advisory Council)
- Ongoing Townhalls focused on Racial Equity (Staff and Students)
- African American and Black Professionals Leading Academy Sessions
- Staff and Student Testimonies (Virtual Boards, Videos, Social Media...etc.)
- Creation of Campus Safety/RSO Advisory Task Force
- Engagement and Equity Leadership in the Communities Served by MSJC
 - Community advisory
 - k-12 Summit
 - Family Engagement

- Contextualizing Course Offerings focused on African American/Black Perspectives
- Targeted Focus Groups with African American/Black Students
- First Year Experience Integration/Focus with African American/Black Students
- UMOJA/A2Mend/QWEENS Club
- Identifying courses/pathways that emphasize identify development (Social/Racial Justice)
- Outreach/Connection/Coordination with K-12 – targeting specifically African American/Black students
- Review existing Guided Pathways structures with an African American/Black Student Perspective/Lens and integrating feedback into those structures
- Review student education plans for African American/Black students and develop strategies to advise students to successfully complete associates degrees/career education certificates/transfer degrees
- Create opportunities for targeted counseling staff/support for African American and Black student cohort

Equity Guided Pathways focused on African American and Black Students

Reduction of Opportunity Gaps

- Dissemination of Strategic Equity Plan Draft
- Finalize approval of Strategic Equity Plan
- Implementation of Equity Plan Goals/Activities
- Integration of Equity/Diversity Plan in Program Review/Unit Plans/Division Plans
- Incorporation of Equity in all Planning and Resource Allocation Structures
 - Scholarship Funding Opportunities for Black/African American Students
 - Resource Allocation Proposals (RAPs)
 - Prioritization Allocation Requests (PARs)
 - SEA Allocations /Re-Allocations
 - Categorical Funding – Equity Considerations and Planning (Career Education and other categorical funds)

Mandatory Professional Development & Learning

- Academy (Strands focused on African American and Black Students)
- All College Convocation including all constituent groups (Faculty/Associate Faculty/Classified Professionals/Administrators/and Student Leaders – SGA, UMOJA, A2Mend, etc.)
- Equity Series (expand to anti-racist, anti-sexist, etc.)
 - Targeted Equity Institute for Classified Professionals
 - Focused training for Student Support Services including Counseling (Customer Service)
- All Faculty Meetings focused on Supporting African American and Black Students
- Department Chair Training (Best practices/Networking/Onboarding (interviewing) /Mentoring new faculty)
- Equity Training specifically for Campus Safety and Riverside Sheriff's Office
- Professional Development Faculty Ambassadors (Fall/Spring)
- Creation of a Virtual Racial Justice Resource Center
- Mentor and Coaching Training – Develop ongoing mentor and coaching program (Equity Ambassadors)
- Onboarding Training
 - Equity-minded mentorship for new employees (Eagles in Flight)
 - Job shadowing and/or cross training (different classification)

Faculty/Staff Representation and Diversification

- Recruitment Strategies and Hiring Practices to support successful recruitment, retention, and development of African American and Black Professionals – Teaching/Non Teaching Counselors, and Professional Experts - Mental Health Professionals)
 - Hiring Marketing and Outreach Plan / Outreach to African American/Black Professional Organizations
 - Flexible Hiring Timelines and Practices to support success recruitment
 - Desired qualifications of candidates with unique aspects of related disciplines (Ex. African American Literature rather than GE content)
 - Prism (USC Race and Equity Center) / Climate Survey (NACC)
- Hiring Committee Equity Trainings
 - Departmental/Program Data Review and Departmental Staffing Demographics
 - HR Department Team Equity training beyond EEO
 - Cultural Humility, Competency, and Literacy
- Onboarding Training
 - Equity-minded mentorship for new employees (Eagles in Flight)
- Equity Interview Question Samples (Cultural Humility, Competency, and Literacy Questions/Scenarios)
 - Train Search Committees Regarding Appropriate interview responses/answers
 - Identify Equity Ambassador on each Hiring Committee
- Associate Faculty Interview and Training Process
 - Development of College-wide standards/policies/procedures for Associate Faculty Hiring
- Including students on hiring panels
- Hiring of African American and Black Professionals specifically for program pathways and affinity group leadership
- Student Mentor Hiring Qualifications – Equity Review
- Evaluation
 - Academic Senate (Review and Revise – Faculty Evaluation/Self-evaluation/Student evaluations to include Equity focus/ curriculum)
 - Administrators evaluation to include equity focus
 - Work with CSEA to explore reviewing and revising evaluation of classified professionals to include equity focus

Academic & Student Support Practices and Services

- Faculty – Student Success Data Focus
- Formalize Plan for Addressing Faculty Data
 - Department Chair Training
 - Faculty Training
- Review Institutional Data specific to opportunity gaps
 - Student Services, Counseling, Academic Support, Library, Learning Resource Center, etc.
- Classroom Management Review and Training – improve restorative justice elements in the classroom
- Curricular Design
 - Subject matter
 - Content and Visual representation
- Technical Reviewer Training Focused on Equity
- Incorporate social justice, historical injustices, and classes that offer insight about all systemic and systematic racism into guided pathways and discourage cancellations of these courses if they are low enrolled.
- Audit student onboarding processes and practices
- OER – support curricular design/subject matter/representation
- Academic support messaging – communication to students
- Support (online and face-to-face) Mental Health Services and Support for our Black and African American students (Equity modules integrated in professional training)
- Create opportunities for targeted counseling staff/support for African American and Black student cohort
- Intentional academic and counseling support – making support authentic, proactive, and unavoidable
 - Shifting support services from passive to intentional
 - Support messaging/marketing that is encouraging
 - Student affirming marketing
 - Benefits of the features of LRC (Not just the what – but the why and how)

Institutional Policy and Administrative Procedure Audit and Revision

- Development of a Board Policy/Administrative Procedure on Anti-racism and Supporting Black and African American Students
- Development of an Equity Board Policy/Administrative Procedure
- Development of Cultural Humility - Core Competency (ILO)
- Develop timeline/milestones to review/revise ALL Institutional Policy/Procedures by the end of year
- Institutional language/verbiage/messaging to support, affirm and encourage students
 - Ex: negative connotations with "Probation"
- Review and Analyze Institutional Data to determine disproportionate impacts
 - Ex: CARES Report Data
 - Ex: Campus Safety Incidents/Advocate – Judicial Affairs
- Review policies and procedures that directly impact student success and retention and make revisions
 - Ex: 4-day payment policy

Creating Community and Belonging

“People go where they are celebrated not where they are tolerated”

- Campus art work/murals/kiosks, posters, flags...etc. Focused on student/employee stories
- Events/Programming focused specifically on African American and Black Students
- Involvement of students that provides them with a sense of identity and promotes their history and their culture
- Create sense of belonging in all offices, front desks, cafeteria, libraries, LRCs, etc.
- Black National Anthem – Lift Every Voice (Teaching and learning opportunities embedded in all events/programs)
- Expanding programming and services that focus on our African American and Black students
- Performing a walk-thru/audit of outdoor/indoor spaces to evaluate “sense of belonging” in all of our educational spaces
- Incorporation of curricular components with student programming and events
- Encourage attendance of faculty, staff and administration to actively engage and participate in events/student programming (*be a PART of the event)
- Monthly stories on website/talon on different members (Students/faculty/staff/admin) of the Black/African American community at MSJC

Next Steps

- All College Convocation – Call to Action Presentation
 - Equity Conversations/Breakouts
- Action Implementation Teams – Formation
- Milestones/Benchmarks Identified
- Longer Term Actions and Goals Determined

Call to Action Contributors

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