SAN BERNARDINO
COMMUNITY COLLEGE
DISTRICT

# NCORE 2024

# 36th Annual National Conference on Race & Ethnicity in Higher Education

# SBCCD Attendees

**Dr. Anthony Blacksher**
*San Bernardino Valley College*

**Dr. Aysia Brown**
*DSO*

**Dr. Rejoice Chavira**
*Crafton Hills College*

**Keenan Giles**
*San Bernardino Valley College*

**Kristina Hannon**
*DSO*

**Kashaunda Harris**
*Crafton Hills College*

**Mariana Macamay**
*Crafton Hills College*

**Dr. Nohemy Ornelas**
*DSO*

**Dr. Joanna Oxendine**
*San Bernardino Valley College*

**Dr. Ericka Paddock**
*Crafton Hills College*

**Jillian Robertson**
*Crafton Hills College*

**Dr. Olivia Rosas**
*San Bernardino Valley College*

**Christina Sweeting**
*Crafton Hills College*

**Diana Vaichis**
*Crafton Hills College*

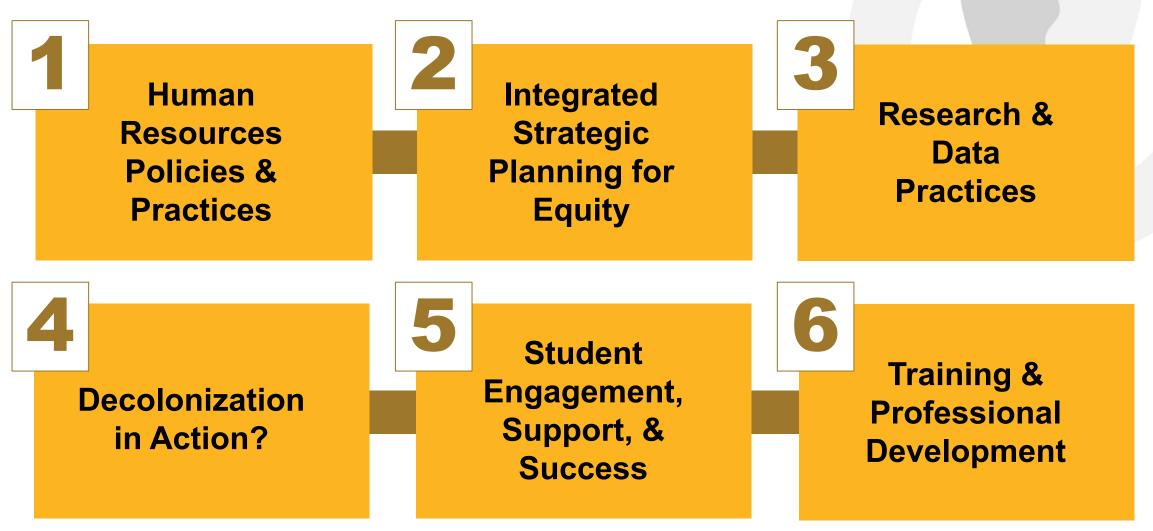**Dr. Vinnie Wu**
*San Bernardino Valley College*

# Primary Tracks and Themes

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**1** Human Resources Policies & Practices

**2** Integrated Strategic Planning for Equity

**3** Research & Data Practices

**4** Decolonization in Action?

**5** Student Engagement, Support, & Success

**6** Training & Professional Development

# Integrated Strategic Planning for Equity

- Identify clear and specific objectives using common language and the understanding of what the campus(es) want to achieve
  - e.g., clarify and emphasize trackable measures and metrics, the role/purpose of committees, and the reorganization of shared governance (SBVC)
- Engage the campus community in the planning process, particularly students
  - Strategic Enrollment Management Plan
- Ensure Cascade plans are side to side, not just top-down
- Communicate plans to stakeholders, including who is responsible for or owns what

# Research & Data Practices

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- **Presenting a data story:**

  

  - SBVC is at the forefront of using holistic student data to tell a story: Strategic Enrollment Management integrated data framework.
  - Hosted two workshops at:
    - RP Group Strengthening Student Success Conference in Oct 2024
    - California Association for Institutional Research Conference in Nov 2024

- **Connect survey responses to potential or actual student outcomes.**

  - Healthy Minds Survey (2022, 2025): emphasizes the importance of <u>mental health</u> and <u>campus belonging</u> related to perceived persistence
  - Diversity, Equity, Inclusion Institutional Survey (2024): connects DEI data to actual student persistence and success outcomes

# Research & Data Practices

- SEA Committee currently working on selecting **Crafton's First-Ever Equity Champions**

- Identified ways to measure "sense of belonging" through access, momentum, completion, and employment.

  - Collaborate with OIERP to implement measurable strategies for enhancing student belonging.

  - Share findings with the SEA committee and other groups for feedback and refinement.

- Gained insights from Dartmouth's Inclusion Champions pilot program.

  - Continue to collaborate with OIERP to find ways we can use insights gathered to improve data and equity coaching program that is being piloted for our colleges.

- Directly aligned with our Equity Plan and Educational Master Plans

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# Decolonization in Action?

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•**Entrenched Colonial Structures and Power:** Dismantle persistent colonial influences in educational systems by challenging power dynamics and advocating for structural change.

•**Institutional and Governing Resistance:** Engage with resistant educational and governmental institutions to transform them toward more inclusive, decolonized practices.

•**Epistemological Dominance:** Broaden educational perspectives by integrating and valuing diverse ways of knowing, moving beyond the dominance of Western epistemology.

•**Internalized Colonialism:** Recognize and shift internalized colonial mindsets, encouraging reflection on biases and fostering decolonial thinking.
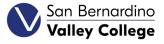
•**Neoliberalism:** Resist market-driven goals in education by advocating for a focus on cultural and social justice that aligns with decolonizing efforts.

"Decolonization is not a metaphor"

- Eve Tuck and K. Wayne Yang

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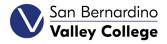
# Student Engagement, Support, & Success

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- Establish collaborative efforts and a consistent approach that clarifies roles and responsibilities
- Foster sense of belonging through peer mentorship, learning communities, etc.
- Create a culture of care and shift to removal of barriers
- Meet students where they are by listening to their stories and experiences
- Build partnerships on campus and surrounding communities (identify champions)
- Reignite passion for our work and break away from routine
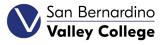
# Student Engagement, Support, & Success

- 3 Voter Registration Events (08/14, 09/17, 10/14 respectively) in partnership with the SB County Registrar of Voters at Crafton Hills

- Fall 2024 Faculty In Service Presentation and presentation to student leaders entitled "Bridging Divides: Navigating Differences with Civility".

- A two- part workshop in October 24 with a local Law Firm to teach Crafton Hills College students who identify as members of the LGBT community how to update their gender markers on important documents such as their:
  - State Identification Card,
  - Passport,
  - Social Security Card and more.

# Training & Professional Development

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- Onboarding Practices for Equity
  - Focus on history, students, and culture
  - Building employee interpersonal relationships
  - Create equity goals and new faculty roles within Student Success and Equity

- Open for Anti-racism (OFAR):
  - 5-week training embedded into Crafton's Tenure Track Academy
  - Committee assignment for first-year full time faculty
  - Course completion Equity Summit

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# Training & Professional Development

- Focused, Role/Job-Specific DEIA Training
  - Common challenges with DEIA training and professional development
  - Shifts of focus and/or locus of inequities can increase engagement
  - Tailored professional development for specific classifications based on practical application of DEIA strategies within primary role duties

- Faculty Communities of Practice
  - Foster collaborative learning and reflection
  - Development of equity-minded teaching practices, including discipline-specific strategies
  - Promote institutional (and systemic) change

# Next Steps

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- Utilize data-driven insights to make informed decisions that directly improve student success, persistence, and equity

- Enact policies that challenge existing power dynamics to ensure educational practices are inclusive and forward-thinking

- Institutionalize holistic student support services and foster partnerships with external communities to expand opportunities for student success

- Expand professional development programs that focus on practical DEIA applications and support systemic institutional changes for equity

# Thank you!