



REDWOOD CITY, CA

President's Welcoming Remarks

Dr. Jamillah Moore

October 15, 2020 FLEX DAY

Honoring Dr. Gena Rhodes



HONOR Dr. Rhodes' practice of passion for serving students, supporting their holistic health, and promoting campus well-being with equity

CELEBRATE Dr. Rhodes' legacy and long-lasting relationships at Cañada College and the many students she supported along the way

College Enrollments

- Cañada's Summer and Fall '20 headcounts are stable and better than statewide averages
- The number of First-Time students enrolling this Fall is actually up by 4%!
- Students are taking slightly fewer units, on average
- We saw a slight drop in fall-to-fall persistence rates (35% v. 40%)



College Resources

- Programs may request resources via the Annual Update process
 - See the [Program Review website](#)
 - Due to your Dean/VP by October 23, 2020
 - Final requests (with feedback from Dean/VP incorporated) due November 4, 2020
 - For 1:1 support contact members of the new Program Review Work Group at CANprogramreview@smccd.edu
- College resources may be severely constrained next year as presented in the [Economic Outlook](#) presented at PBC and posted on the PBC website

College Vision

Cañada College is committed to being a preeminent institution of learning, renowned for its quality of academic life, its diverse culture and practice of personal support and development, extraordinary student success, and its dynamic, innovative programs that prepare students for the university, the modern workplace, and the global community.

Becoming an Antiracist Institution

October 15, 2020

FLEX DAY



Cañada College

REDWOOD CITY, CA

Topics

- College Equity & Inclusion to Date
- Setting the Context for Antiracism
- College Commitments to Antiracism
- Current Initiatives
- How can we connect to the work?



College Equity & Inclusion to Date

Professor Ray LaPuz, Mathematics

Professor Rebekah Taveau, ESL, ACES



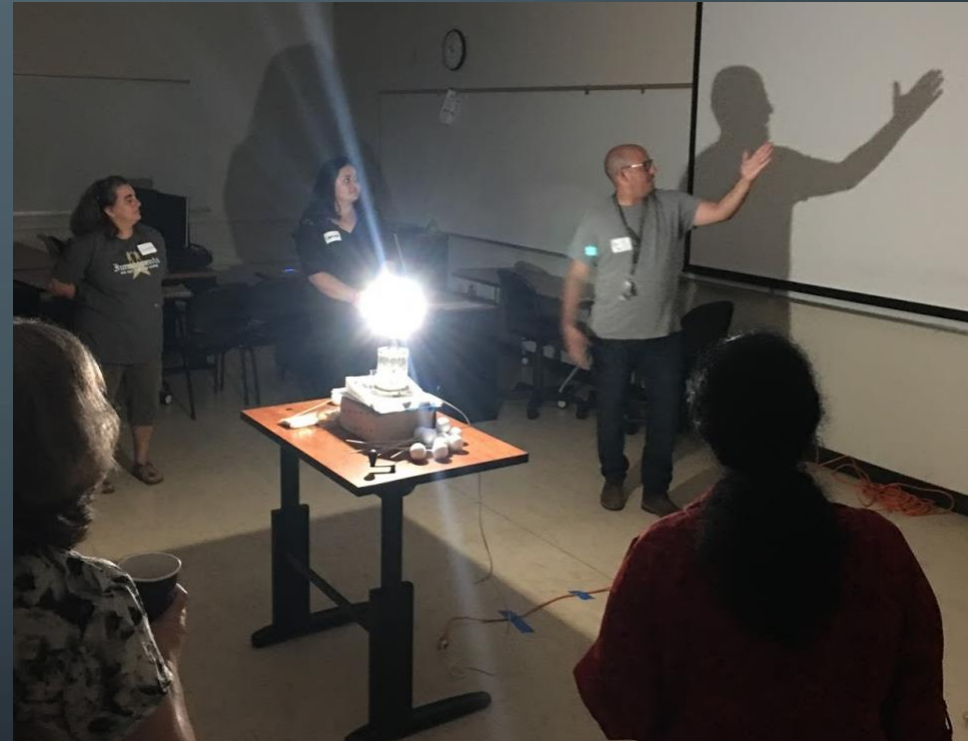
FACULTY LEARNING PROGRAM

RAY LAPUZ

FLEX DAY, 8/15/2020

THE PROGRAM HAS THE FOLLOWING OBJECTIVES:

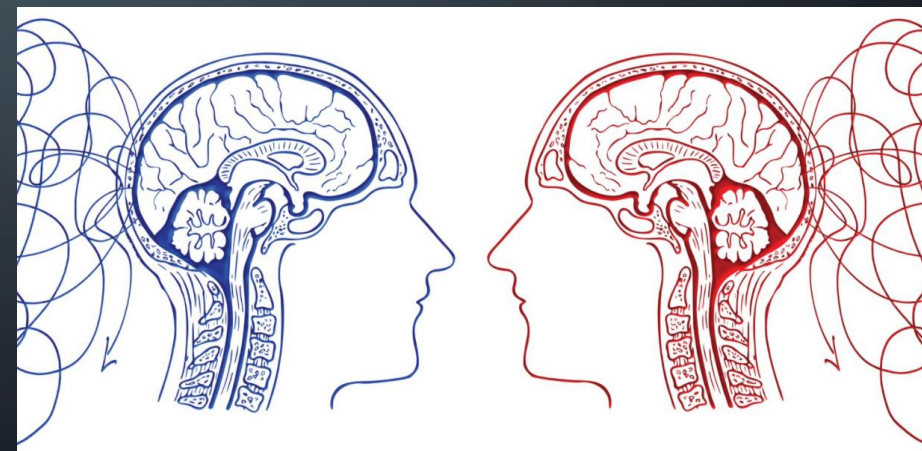
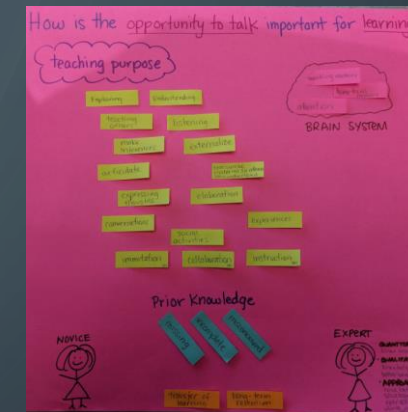
- Deepen faculty's understanding of how people learn
- Change teaching behavior to support student learning
- Engage STEM faculty in habits of reflection
- Nurture a tradition of continued learning about teaching
- Build a faculty learning community



THE FLP IS ORGANIZED INTO TWO PARTS THAT ARE IMPLEMENTED OVER A 10-MONTH PERIOD DURING THE ACADEMIC YEAR. IN THIS WAY, LEARNING ACTIVITIES ARE SITUATED WITHIN FACULTY'S EVERYDAY WORK.

Part I: Focus and activities

- Explore and discuss current research on how people learn and how to support learning
- Try out and become familiar with teaching routines for active learning in your classes
- **New curriculum is in the designing phase to address equity issues, especially in the STEM fields.**

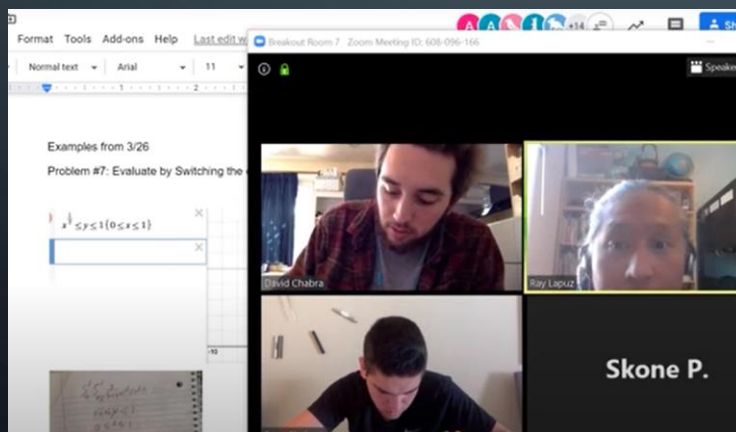


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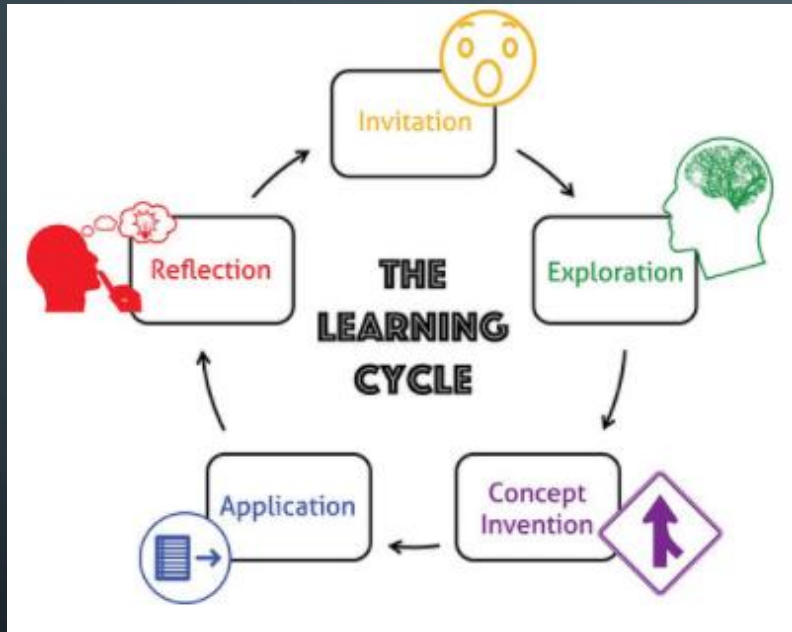


Part II: Focus and activities

- Apply research on learning and teaching into redesigned course
- Learn and practice skills in observing and providing feedback on teaching
- Reflect on one's teaching practice through peer observations with peers



PEER OBSERVATIONS




Peer Observation Task

The purpose of this task is to observe and discuss teaching practices with peers.

Before the peer observation:

1. Answer the "describe the context" questions highlighted below. **Type your answers directly next to each question.**
2. **Place a link to your video file below this grey, or directly upload your video to this page.**

Materials and procedure for the peer observation meeting:

1. All participants should have a copy of the [observation instrument](#) to collect observation notes. Refer to [Feedback chart](#) for examples of "Warm," "Cool," and "Hard" feedback.
2. The faculty-presenter needs the [Faculty Reflection Guide](#) , which will be completed during and after the meeting.
3. Follow the protocol below.

After the peer observation meeting:

1. The faculty-presenter will complete their reflection guide. Submit the reflection to: [Video 1 - Faculty Reflection](#)
2. Link online in Canvas within a week following the peer observation group meeting.

FLP Full Course

Part 1 Learners & Learning

2-Day Workshop +
7 online meetings &
Tasks & Readings

- > How people learn
- > Importance of talk
- > Facilitating conversations
- > Developing expertise
- > Motivational factors in learning
- > Mindset & Stereotypes
- > Learning Synthesis

Part 2 Peer Observations

3 practice videos
4 video meetings
(all online)

- > Reflective practice
- > Observable evidence
- > Productive feedback

Academic Committee for Equity and Success Top 10

Dr. Rebekah Sidman-Taveau
ACES Faculty Coordinator

1. Student Equity Plans & Teaching about Equity

Cañada College
Student Equity Plan



September 14, 2015

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

2. Data Driven Inquiry. 3. Equity in Program Review

26+ Inquiry Projects resulting in initiatives and task forces

Equity Packets



Search Standards Description Text	
Source: IPR	
Cycle: Instructional Program Review 2016-17	
Search Text:	
Response Types: All Responses Types	
4	Current State of the Program
8-A.	Access & Completion
One of the goals of the College's Student Equity plan is to close the performance gaps for disproportionately impacted students. The Equity Supplement data packet indicates which groups are experiencing disproportionate impact in your program. Which gaps are most important for improving outcomes in your program? How can the college help you address these gaps? What changes could be made?	
Response Detail	
No Response Information to Display	
Narrative	
We are currently addressing impacted students and do not see the need for additional resources at this time from the college. Accounting data can be found here: http://canadacollege.edu/programreview/datapackets/1617files/2017feb/Equity%20Suppl-ACTG.pdf Business data can be found here: http://canadacollege.edu/programreview/datapackets/1617files/2017feb/Equity%20Suppl-Bus.pdf	
8-A.	Access & Completion
One of the goals of the College's Student Equity plan is to close the performance gaps for disproportionately impacted students. The Equity Supplement data packet indicates which groups are experiencing disproportionate impact in your program. Which gaps are most important for improving outcomes in your program? How can the college help you address these gaps? What changes could be made?	
Response Detail	
No Response Information to Display	
Narrative	

4. Local, State, Reg. Nat. Equity Trainings Shared



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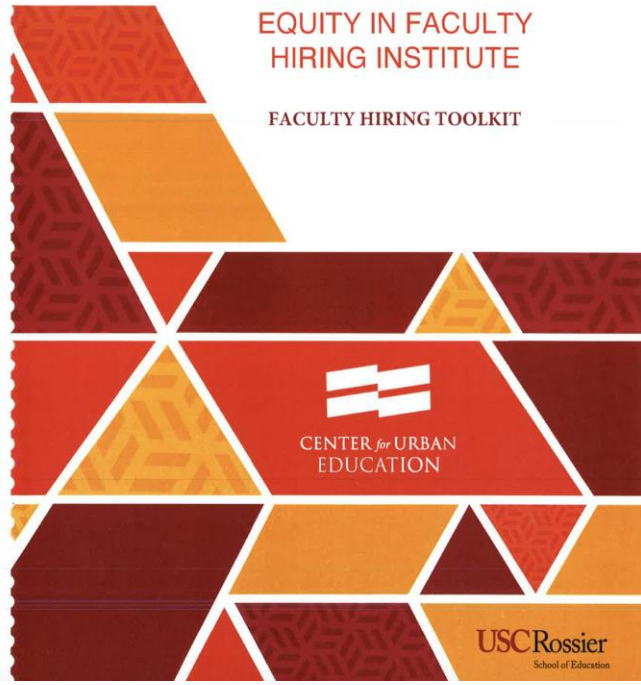
LEADERSHIP FOR CURRICULAR & INSTITUTIONAL TRANSFORMATION

WELCOME

UCLA LAKE ARROWHEAD CONFERENCE CENTER



JUNE 11-16 2017

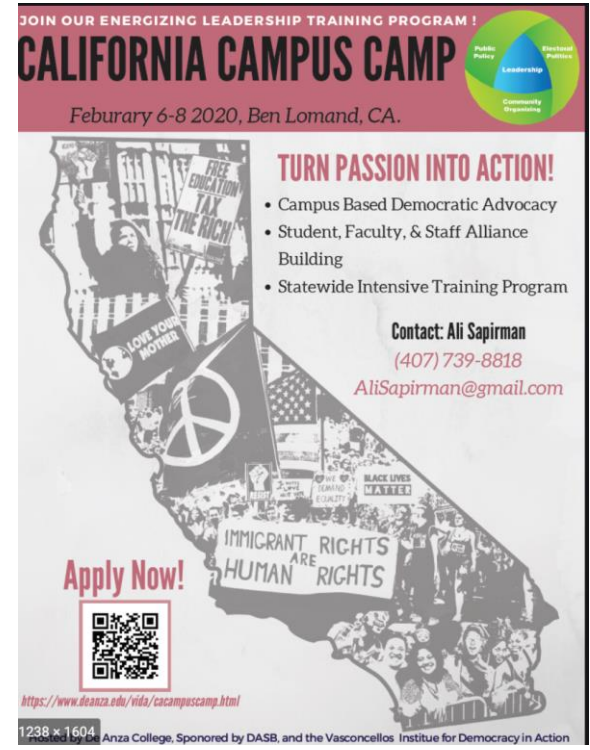


EQUITY IN FACULTY HIRING INSTITUTE

FACULTY HIRING TOOLKIT

CENTER for URBAN EDUCATION

USC Rossier School of Education



JOIN OUR ENERGIZING LEADERSHIP TRAINING PROGRAM!

CALIFORNIA CAMPUS CAMP


February 6-8 2020, Ben Lomand, CA.

TURN PASSION INTO ACTION!

- Campus Based Democratic Advocacy
- Student, Faculty, & Staff Alliance Building
- Statewide Intensive Training Program

Contact: Ali Sapirman
(407) 739-8818
AliSapirman@gmail.com

Apply Now!



<https://www.deanza.edu/vida/cacampscamp.html>

1238 x 1604 Anza College, Sponsored by DASB, and the Vasconcellos Institute for Democracy in Action

LINKS 2018

The Fierce Urgency of Now: Preparing for Change
A Two-day Leadership and Learning Convening
April 20-21 at the Ventura Crowne Plaza Hotel

NCORE



WELCOME TO AB 705: NEW CHALLENGES AND BENEFITS FOR ESL FACULTY

Craig Rutan, ASCCC Data and Technology Specialist
 Kathy Wada, ESL Professor, Cypress College

Equity Presentations/Workshops Every Flex

Welcome to our *Fostering Community, Engagement, and Classroom Culture Brainstorm*

Lucia Olson and Rebekah Taveau



Academic Committee for Equity and Success: Starting Students Strong Faculty and Staff Exchange
Flex Day August 15, 2017



Rebekah Taveau, Anniqa Rana, Hannah Morrison, Marisol Quevedo, and Michael Hoffman

A Focus on Equity Data: How and Why
1-2:30pm 3-142

Tracy Huang, Rebekah Taveau, Michael Hoffman

CAÑADA COLLEGE
Academic Committee for Equity and Success (ACES)

Designing a Cohesive Equity-embedding Framework for Student Success

Building 2, Room 10
October 17, 2017

Arnita Porter, J.D.
Arnita@3csn.org

Paula Brown, M.S.
Paula@3csn.org



 <p>An Equity Project Event</p> <p>Intro to Designing a Cohesive, Equity-embedding Framework for Student Success</p> <p>October 17, 2017 1:30 pm - 5:00 pm</p> <p>Hosted by Cañada College Academic Committee for Equity and Success (ACES)</p> <p>Cañada College 4300 Faros Hill Blvd, Bldg 2, Room 10 Redwood City, CA 94061</p> <p><small>When equity-related, we may request a non-refundable deposit. Please contact Paula Brown for details. This event is free and open to all. We encourage all faculty and staff to attend. We will provide complimentary lunch and refreshments. We will also provide complimentary transportation to and from the event. We will provide complimentary transportation to and from the event. We will provide complimentary transportation to and from the event. We will provide complimentary transportation to and from the event.</small></p> <p><small>For more information, contact: Arnita Porter (arnita@3csn.org) Paula Brown (paula@3csn.org) Rebekah Taveau (rebekah@3csn.org)</small></p> <p><small>3CSN is an initiative of the California Community Colleges Chancellor's Office</small></p>	<p>SAVE THE DATE October 17th</p>  <p>Light refreshments will be served</p> <p>www.cañadacollege.edu/academic-committee-for-equity-and-success</p> 
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Culturally Responsive Teaching and Learning (CRTL) 11:15-12:15 Fri, Jan. 12, 3-104

Rebekah Taveau, Julie Carey, Kiran Malavade, and Michael Hoffman

Fostering and Sustaining Inclusive Classrooms for Students of Color
USC Race and Equity Center E-Convening

Patty Hall, Rebekah Taveau, David Reed, David Meckler

Men of Color in Community Colleges Research



J. Luke Wood, PhD • Frank Harris III, EdD • Khalid White, EdD

Center for Organizational Responsibility and Advancement



Dr. Frank Harris III



Dr. J Luke Wood

- [40+ Recommended Equity Readings](#)
- [Recommended Readings on “Men of Color” in College](#)
- [Making Change for Equity](#)
[ACES Publication](#)



High Impact Instructional Interventions and Personal Equity Data Investigations

Rebekah Taveau and Michael Hoffman, 2019



5. Equity Resolution. 6. Equity Director Research

1

[Resolution on Equity](#)
Cañada College, Feb. 20, 2018

Whereas we celebrate our diversity of race, ethnicity, gender, gender identification, sexual orientation, age, ideology, religion, language, culture, national origin, abilities/disabilities, socioeconomic status and other forms of diversity and embrace all students regardless of their immigration status;

Whereas we strongly oppose intolerance and racism which harms the morale, well-being, and productivity of our community and society;

Whereas we acknowledge that racism, discrimination, hate speech and hate crimes have occurred and continue to afflict our students in their everyday lives;

Whereas the San Mateo County Community College District (SMCCCD) “supports, promotes, values, respects and protects all students and employees of the District, irrespective of their immigration status, or that of their families” (SMCCCD Resolution, 17.1, 2017);

Whereas “Success, equity, and social justice for our students” are fundamental goals of the SMCCCD ([Students First District Strategic Plan](#));

Whereas the SMCCCD is committed to creating a socially just environment for students, faculty, staff, and the community we serve (Board of Trustees, [Affirmation of Social Justice](#), 2016);

Whereas Cañada College supports the [Skyline College Resolution on Equity of 19 October, 2017](#) (SCR, 2017, 1-2) and [College of San Mateo Commitment to Educational Equity](#), 2017 (CSM, 2017, 1);

Whereas all students regardless of immigration status, faculty, staff, and administrators have the right to be “in an environment free of hatred, bigotry, and intolerance” (SCR, 2017, 1):

Therefore, Be It Resolved, that Cañada College reaffirms its commitment to promoting:

- equity in all areas and levels of our institution;
- an inclusive environment; and
- a campus-wide climate that “reflects mutual respect among faculty, students, staff, and administrators and appreciation for diversity” (SCR, 2017);

Resolved, that Cañada College affirms its commitment to social justice and equity by continuing to develop and sustain:

- campus wide forums for sharing and learning about issues of racism and bias
- course curriculum across disciplines addressing issues of racism and bias



Academic Committee for Equity & Success EQUITY LEADERSHIP PANEL DISCUSSION

With

Lasana Hotep

Dean of Student Equity and Support Programs, Skyline College

Dr. Jeremiah Sims

Director of Equity, College of San Mateo

**Thursday, February 15
2:30pm to 4:00pm
Building x, Room xxx**

Please join us for a moderated panel discussion and audience Q & A exploring the approaches and priorities of two equity leadership positions in the San Mateo Community College District.

Approved by: ACES, 2/20/2018; ASCC 2/22/2018; Classified Senate 3/20/2018; and Academic Senate 3/22/2018. Process approved by PBC 3/21/2018. Approved by SMCCD Board of Trustees, 3/28/2018.

[Video 1](#) of presentation to Board of Trustees

7. Equity Video

https://canadacollege.edu/aces/index.php

ADMISSIONS

ACADEMICS

STUDENT LIFE

STUDENT SERVICES

ABOUT CAÑADA

Academic Committee for Equity and Success (ACES)

Overview

Meetings

Activities

Social Justice Resources

Proactive Registration

Meet the Staff

Contact Us

Spring 2020 Video Messages

Overview

The Academic Committee for Equity & Success (ACES) addresses student equity and success, particularly in courses below transfer level and for disproportionately impacted student groups, by supporting equity related programs and initiatives. All are welcome at our meetings, so please join us!

ACES Mission

Collaborate, build capacity, and advocate across campus to ensure all students have equitable opportunities to achieve their goals.

We care about Student Equity at Cañada College



8. Equity Lecture Series (ELS): 2018

- For College and Community
- BiMonthly
- Day & Eve
- 80+ participants

**Honoring our Heritages
and Community
Empowerment**

PHOTOCOLLAGE: The Importance of Black History Month

On February 7, Dr. Melina Abdullah, Chair of Pan-African Studies, California State University, Los Angeles, gave an informative and inspiring talk on "The Importance of Black History Month." This was the first of the 2018 Equity Lecture Series (organized by the Academic Committee of Equity and Success) and a successful start to the many exciting Cañada College to come this February. Dr. Abdullah's talk was attended by 80 people including students, faculty, staff, administrators, colleagues from SMCCCD and members of the community.





Cañada College Equity Lecture Series

THE HISTORY AND SIGNIFICANCE OF RAP AND HIP HOP

featuring:

DR. HASAN JOHNSON

PROFESSOR OF AFRICANA STUDIES AT
CALIFORNIA STATE UNIVERSITY, FRESNO.
HE IS CELEBRATED FOR HIS BOOK ENTITLED
"YOU MUST LEARN!: A PRIMER FOR THE
STUDY OF HIP-HOP"(2012).



WEDNESDAY, FEBRUARY 21, 2018

11 A.M. TO 12:30 P.M.

BUILDING 6, ROOM 101-102

PLEASE COME, EVEN IF YOU CAN ONLY ATTEND A PART OF IT.

Hosted by: Academic Committee for Equity and Success (ACES)




Leelee Jackson, Cañada alum

Play: *Comb Your Hair or You'll Look Like a Slave*

Play: *Carlota*

One of the country's leading voices and advocates for criminal justice and prison reform.




Cañada College Equity Lecture Series

HOW TO ADDRESS PRISON INJUSTICE IN EDUCATION PROGRAMS

featuring:
DR. MARC MORJÉ HOWARD

PROFESSOR OF GOVERNMENT AND LAW AT
GEORGETOWN UNIVERSITY & DIRECTOR OF THE
PRISONS AND JUSTICE INITIATIVE.

AUTHOR OF
"UNUSUALLY CRUEL"



FRIDAY, MARCH 9, 2018
12 P.M. TO 2:30 P.M.
BUILDING 3, ROOM 142

PLEASE COME, EVEN IF YOU CAN ONLY ATTEND A PART OF IT.

LUNCH WILL BE SERVED

Hosted by: Academic Committee for Equity and Success (ACES)
Sponsored by: The 50th Anniversary Fund

ACES | ACADEMIC COMMITTEE
FOR EQUITY & SUCCESS
AT
Cañada College | **EQUITY
LECTURE
SERIES**

featuring:
DR. JUAN SEBASTIÁN FERRADA
UCSB Chicana and Chicano Studies

"ON LATIN X TIME"

The ACES Committee cordially invites you to attend our **"Equity Lecture Series Kick-Off Events."**

Dr. Juan Sebastián Ferrada, of the Chicana and Chicano Studies Department at UCSB, will explore the complexity of the Latinx experience in the United States.

He will be joining us to share his insights...
"On LatinX Time."



Please join us as we start our EQUITY LECTURE SERIES off by highlighting "IDENTITY & EXPRESSION!"

WEDNESDAY, Sept. 5, 2018 | Build. 6-101/102
5:30 p.m. - Dinner | 6-7 p.m. Keynote Speech

THURSDAY, Sept. 6, 2018 | Both Sessions:
Build. 6-101/102

11:15 - 11:30 a.m. - Participant Sign In | 11:30 a.m. - 12:30 p.m. - Keynote Speech
12:30 - 1 p.m. - Lunch/Break | 1-2 p.m. - Workshop in 6-101/102

Hosted by: Academic Committee for Equity and Success (ACES)



Building Racial Literacy: Using Latinx Community Assets for Academic Success

Dr. Marcos Pizarro

Associate Dean, College of Education
Professor, Chicanx Studies

ACES | ACADEMIC COMMITTEE
FOR EQUITY & SUCCESS
AT
Cañada College

**EQUITY
LECTURE
SERIES**

featuring:

DR. JUANA MARIA RODRIGUEZ

Professor of Ethnic Studies, Gender and Women's Studies, and Performance Studies
at UC Berkeley

Activating Life, Re-Imagining Identity: Queer Latinx Activism in 1990s San Francisco

This presentation analyzes how one social service agency, Proyecto ContraSIDA por Vida, negotiated and reimagined identity politics to respond to the social crisis that surrounds the AIDS pandemic. Through an examination of the agency's programming, flyers, and events, Dr. Rodriguez documents how it employed various creative strategies of organizing and intervention to enrich the cultural and political climate in the service of radical social change.



THURSDAY, OCTOBER 4, 2018:

Day: **12:45** (sign-in & snacks); Talk: **1 - 2 p.m.** | Bldg. 2-10
Evening: **5:45** (sign-in & snacks); Talk: **6 - 7 p.m.** | Bldg. 3-142

"Tea with Dr. Rodriguez": Join us for some conversation with our special guest
2:15 - 3 p.m. in Bldg. 9-307 (**Social Sciences Hub - Space is limited**)

Hosted by: Academic Committee for Equity and Success (ACES) | Co-sponsored by the Social Sciences

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FOR EQUITY & SUCCESS
AT
Cañada College

**EQUITY
LECTURE
SERIES**

“Personal Histories From the Middle East”



Zawaya Aswat Ensemble

Please join us for a panel discussion with five Cañada College students with roots from Middle Eastern Countries as they share their personal histories.

Immediately afterward, follow us to the Grove for a performance by the Aswat Ensemble as they play folk music from Iran, Iraq, Jordan and Palestine.



Wednesday, November 14, 2018

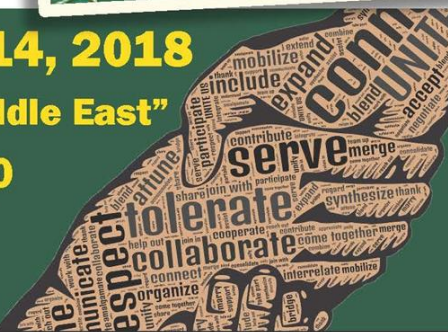
“Personal Histories from The Middle East”

12:00 - 1:30 p.m. Bldg. 2-10

Zawaya Aswat Ensemble

1:30 - 2:30 p.m. the Grove

Hosted by: Academic Committee for Equity and Success (ACES). Light refreshments will be provided.





EQUITY LECTURE SERIES Spring 2019 | **Equity, Healing, and Equity-minded Practices**

JANUARY 11: ACES Flex Session: 12:15 - 1:30, 3-142

- **Making Equity The Center of All That You Do.** Presented by Dr. Veronica Keiffer-Lewis,* organizational equity and cultural humility specialist and experienced diversity and social justice educator, trainer, coach, and consultant

FEBRUARY 7: 12:30 - 2:30pm, Cañada Main Theatre

- **Hidden Figures of Resistance: Wyomia Tyus, the Tennessee State Tigerbelles, and the 1968 Olympics.** (co-sponsored by ACES). Three-time Olympic gold medalist and Women Sports Foundation founder Wyomia Tyus will discuss her experiences growing up as a Black woman in the Jim Crow South, athletics as a pathway to education, and her place at the intersection of sports and politics that was the 1968 Olympics.

FEBRUARY 21: 1 - 3pm, (Exhibit open until 4pm) Library

- **The Black History 101 Mobile Museum:** A collection of over 7000 original artifacts of Black memorabilia dating from the trans-Atlantic slave trade era to hip hop culture and current social issues. (District Event 2/19 CSM, 2/20 Skyline)

MARCH 6: ACES Flex Sessions: 12:25-1:25: Equity in Student Services. 1:30-3pm: Equity in Classroom

- **Equity in Student Services: Making Equity The Center of All That You Do-Part II.** This interactive session, led by ACES members, builds on our Jan. 11 session* with a focus on the practice of self-care and equity in the workplace.
- **Equity in the Classroom: Equity Data Investigations and High Impact Instructional Interventions for the Retention and Success of All Student Groups.** Professors Hoffman and Taveau will discuss why and how to do equity data investigations with PRIE and share high impact instructional interventions and student success stories.

MARCH 7: 11-12:30pm, 6 101/102

- **Interactive Talk on Personal and Collective Healing with Mindfulness Expert, Charlotte Nguyen.** This talk will be followed by an introductory meditation to help you connect with your body and breath. Together, we will explore why radical self-care and reconnecting to our ancestral healing practices is critical for the work of liberation.

APRIL 15: 9:45-11am, 6 101/102

- **Ethnic Studies at Cañada Open Class Lesson.** Did you know we have classes focusing on race, ethnicity and/or equity and inclusiveness in ten different disciplines? Come 'sit-in' on Professor Bob Lee's Sociology 141: Ethnicity and Race in Society for the class session about racial oppression against African Americans.

MAY 7: 11-2pm, The Grove

- **Everyone is Welcome Here, a Community-Building Music & Spoken Word Celebration with Aisha Fukushima,** global raptivist, performance artist, and educator. Celebrate and affirm our commitment to inclusivity and equity (Co-Sponsored by The Center for Student Life and Leadership Development Vending Commission).

Hosted and sponsored by: Academic Committee for Equity and Success (ACES)



Making Equity The Center of All That You Do.

Dr. Veronica Keiffer-Lewis, organizational equity and Cultural Humility Specialist

featuring:

Charlotte Nguyen: Mindfulness Expert

Interactive Talk on Personal and Collective Healing

This interactive talk will be followed by an introductory meditation session to help you connect with your body and breath. Together, we will explore why radical self-care and reconnecting to our ancestral healing practices is critical for the work of liberation.



Thursday, March 7, 2019
Building 6 Room 101/102
11 am - 12:30 pm

Light refreshments and snacks
will be provided.



Hosted & Sponsored by The Academic Committee for Equity and Success (ACES)

Ethnic Studies **OPEN CLASS** featuring:

Sociology Professor Robert Lee

“Racial Oppression in America: A Bourdieuan Analysis” SOCL 141: Race and Ethnicity in Society

This talk will present the work of Loic Wacquant in connection to his analysis of race relations in the US. How have various institutional structures throughout American history defined, confined, and controlled African Americans? Special attention will be placed on the role of the ghetto and hyper-ghetto prison as uniquely constituted spatial configurations that have fomented the creation and reproduction of racial inequalities.



Monday, April 15, 2019,
Building 6, Room 101/102 | 9:45 - 11am

Light refreshments and snacks will be provided.



Hosted by: Academic Committee for Equity and Success (ACES) | Co-sponsored by the Social Sciences

Wyomia Tyus



ACES ACADEMIC COMMITTEE FOR EQUITY & SUCCESS
at
Cañada College **EQUITY LECTURE SERIES**

featuring:
The Honorable Ron W. Goode
Tribal Chairman of the North Fork Mono Tribe

“Cultural Fire and Meadow Restoration”

California is a fire-dependent landscape many of our native flora and fauna depend on fire to rebalance ecological systems. For generations, American Indians have relied on cultural burning practices to cultivate desired plants, improve human security, and clear our hearts and pathways.

Ron Goode is an expert in Traditional Ecological Knowledge (TEK). He will speak about North Fork Mono cultural history, his recent experiences with burning, and the wisdom of applying traditional culture and ecological approaches to environmental issues.

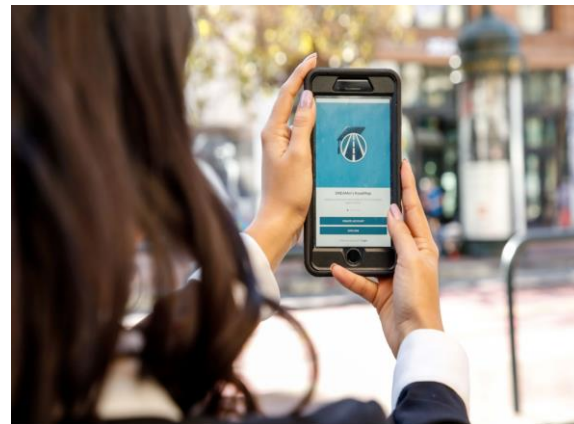
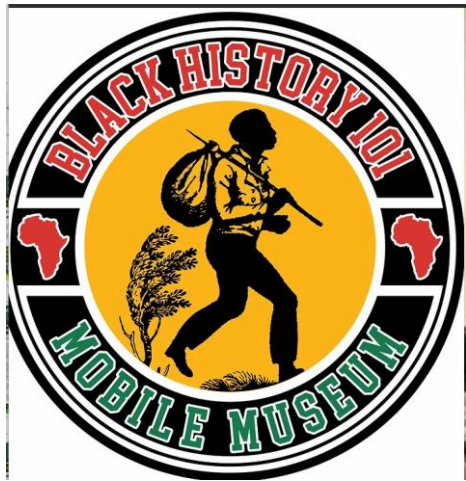


Wednesday, October 17, 2018
The Grove
9:45 - 11:00 a.m. or
11:10 - 12:25 p.m.
Light refreshments and snacks will be provided.

Hosted by: Academic Committee for Equity and Success (ACES) and the Social Sciences
Sponsored by: The Center for Student Life and Leadership Development Vending Commission



Everyone is Welcome Here, a Community-Building Music and Spoken Word Celebration with Aisha Fukushima, global raptivist, performance artist, and educator.



Sarahi Espinoza-Salamanca, alum, DREAMer App.

What is bias and how does it relate to you?

Professor of Psychology **Dr. Ami Smith**

Professor Ami Smith has taught at Cañada College since 2013. Dr. Smith earned an M.A. and Ph.D. in Clinical Psychology from Wayne State University and did a postdoctoral fellowship at Emory University. She teaches psychology classes including Prejudice and Discrimination, Abnormal Psychology, and Social Psychology.

Come learn about biases and join the discussion!



THURSDAY, Feb. 6, 2020

Building 6, Room 101/102

Talk and Discussion: **11:00am - 12:30pm**

Light lunch served

Hosted by: Academic Committee for Equity and Success (ACES) and Social Sciences



What Students Want You to Know about Bias and Equity in the Classroom

Inclusivity and Activism: Amplifying Student Voice on Campus and Beyond **2020 Series Workshop 2, Thursday March 5, 3-142**

1-1:15pm: Introduction

- Introduction: Director of Student Life Michiko Kealoha

1:15-1:55pm: Poetry and Spoken Word

- Student Speakers:
- Jasmin Padilla: *Student Names and Name Origins in the Classroom*
- Gage Amos: *Respect in the Classroom*
- Adrian Afif: *Men of Color: More than a Statistic in the Classroom*
- Short Q & A

1:55-2:15pm Student Stories:

- Student Speakers:
- Aleen Ghanem: *Gender Equality in the Classroom*
- Karolyn Paz Rubio: *Believing in Students Starts with You*
- Short Q & A

2:15-3:15pm: Research Based Presentations

- Student Speakers:
- Kaisen Yao and CheukYin Lee: *Supporting International Students Research*
- Diego Zevallos: *Growth Mindset, Grit, and How Attitude Transforms Students*
- Lorenza Villanueva: *Supporting Students with Recognizing Their Achievements*
- Short Q & A

3:15-3:30pm: Summing up

- Q & A
- Closing Remarks: Michiko Kealoha

Sponsored by: Academic Committee for Equity and Success (ACES) and The Center for Student Life and Leadership Development

Social Sciences
present



Topics of Interest
(TOIs)

Activism and Change 2020

Facilitators: Professor Elizabeth Terzakis, English; Professor David Eck, Philosophy; Professor Lezlee Ware, Political Science; and Professor Ami Smith, Psychology



Thursday
Sept 17, 2020



2:15pm-
3:45pm



Virtual Zoom
Meeting*

*Zoom Link: https://smccd.zoom.us/webinar/register/WN_PDz_TUVLTISowzYIzMK2AA

Description of Talk:

What does activism mean to you? How does your understanding of social justice inform your activism? Do we live in a better world compared to May 2020? Professors Terzakis, Eck, Ware, and Smith will discuss some of the social upheavals that have occurred in 2020. Much of the conversation will focus on student submitted questions related to social justice and activism in 2020. We ask people interested in the forum to complete this [Pre-Meeting Survey: Activism and Change in 2020](#). Further, if you plan on attending the meeting for extra credit in a class, you will also need to complete an in-meeting survey.



Our discussion on Activism and Change in 2020 will take place via Zoom. Please note that participants will need to authenticate their identity by signing into the Zoom meeting with their my.smccd.edu (or smccd.edu) email. If your Zoom app is not linked to an SMCCD email account, then select the "SSO" login option. See Way #3 in following guide for information on [how to authenticate using the "SSO" option](#). If you are unsure whether you can authenticate your SMCCD identity in Zoom, you may use the following test zoom link at any time before the meeting: [SMCCD Zoom authentication test](#). (Please note, this link is only for testing authentication. See the green box above for the link to the meeting.)



The Social Sciences, in collaboration with ACES & ASCC, welcome you!

Sponsored by
The Center for Student
Life and Leadership
Development



Cañada College



For disability-related accommodations, please email:
canypass@smccd.edu or call (650) 306-3234.

Redwood City, CA - 94020

Cañada College provides equitable access to education and equal opportunity in employment. The College does not tolerate discrimination on the basis of gender, race, sex, age, color, religion, national origin, marital status, veteran status, sexual orientation, or physical disability. To request a reasonable accommodation to attend this campus event, or to request alternate format of this document, please contact the Disability Resource Center at 650-306-3234 (V) or 650-306-3161 (TDD/TTY) a minimum of five (5) work days prior to the date of the event.

For more information contact:
Prof. Ami Smith, smitham@smccd.edu

ACES | ACADEMIC COMMITTEE
FOR EQUITY & SUCCESS
AT
Cañada College

EQUITY
LECTURE
SERIES

Getting the Vote and Your Voice Out

Professor Alicia Aguirre

Professor Alicia Aguirre, City Council member and former Mayor of Redwood City, will lead a discussion on the importance of voting and ways to promote voting in your community. She will also discuss ways to get your voice out and the voice of others out, even if you are not able to vote.

Come learn about promoting voting and join the discussion!



Thursday, Oct. 8 2020:

11:00am - 12:30pm via Zoom

Talk and Discussion

https://smccd.zoom.us/webinar/register/WN_8wPVoVy9Stm1terizCPRLg

Hosted by: Academic Committee for Equity and Success (ACES)

ACES | ACADEMIC COMMITTEE
FOR EQUITY & SUCCESS
AT
Cañada College | **EQUITY
LECTURE
SERIES**

**Bridging the Gap from Art to Action:
Contemporary Artists Share their Political Activism**

October 14, 2020 at 6:30 - 8:00 p.m. via Zoom



Speaker Lauren Olivia Ruffin, JD,

Lauren Olivia Ruffin, JD, Co-Founder, Crux, an organization that lifts up Black artists, and founder of the **Artist Campaign School**, a group that trains artists how to run political campaigns, will lead a dynamic discussion of political and anti-racism art. [Click here for artist bios.](#)



Artist activist Sheldon Scott

<https://sheldonscottstudios.com/>



Artist activist Kristina Wong

<http://kristinawong.com/>



Artist activist Michelle Angela Ortiz

<https://www.michelleangela.com/>

Join Them by Registering on Zoom at:

https://smccd.zoom.us/webinar/register/WN_faG9wsnrT_a060ne5V7zMg

ELS 2017-2020: Average 80+ participants, positive feedback from surveys and student reflections



Rebekah Taveau + 13 • 5mo

Celebrate ACES Committee and Team Accomplishments

Directions: Add a post under the appropriate column to describe your, your team, or someone else's accomplishments this academic year 2019-2020. Also, feel free to add a column at the end. Use words as you multi-media. We will share this at our May 19, 2020 meeting.

9. Members: Dreamers, Spark Points, ASCC Puenete, Learning Center, DRC, Promise, BTO Retention Specialist, Library, Counselors etc.

ACES Committee

Academic Committee for Equity and Success (ACES)

Overview

Meetings

Activities

Social Justice Resources

Proactive Registration

Meet the Staff

Contact Us

Spring 2020 Video Messages

Video Messages from Some of Your Student Support Staff

Learn about support services available to you!

Virtual Campus For Students

Learn more about our virtual campus services.

Meet the Staff

Learn more about our staff members.

Related Links

- Academics at Canada
- Academic Support and Learning Technologies

Learn more about our related links.

ASCC

ASCC

Michiko's video

Student Life Open Through COVID 19 by CanadaASCC YouTube

2

Add comment

Dreamers Taskforce

Canada College Joins Immigrants Rising in Presenting:

CALIFORNIA COMMUNITY COLLEGES UNDOCUMENTED STUDENT WEEK OF ACTION

October 19th - 23rd, 2020

MONDAY, OCTOBER, 19TH

"Successfully Paying for College as an Undocumented Student" 10AM-11AM | Zoom link: coming soon

Virtual campus Activities: Dream Act Application Event

TUESDAY, OCTOBER, 20TH

"A Conversation on Current State and Federal Immigration Policies" 10AM-11AM | Zoom link: coming soon

"Undocu-Leadership Opportunities: Setting Yourself up for Success by Building Community & Professional Skills" 2PM-3PM | Zoom link: coming soon

Virtual campus Activities: Know Your Rights (While Advocating)

WEDNESDAY, OCTOBER, 21ST

"Equity Beyond a Status, Undocumented Students and How to Serve Them" 10AM-11AM | Zoom link: coming soon

"What's Next After Community College? Transferring & Workforce Opportunities" 2PM-3PM | Zoom link: coming soon

Virtual campus Activities: Undocu-Hustle

THURSDAY, OCTOBER, 22ND

"Undocumented Student Supports: Building Institutional Infrastructure" 10AM-11AM | Zoom link: coming soon

"Equitable Classroom Practices" 2PM-3PM | Zoom link: coming soon

Virtual campus Activities: We Are More Than Tragic Stories - Yosimar Reyes 5PM-6PM | Zoom link: coming soon

FRIDAY, OCTOBER, 23RD

"Going Viral: Best Practices for Outreaching to Unocumented Students in a Virtual Era" 10AM-11AM | Zoom link: coming soon

Virtual campus Activities: Art & Civic Engagement

For more info about these virtual events, contact: Saul Miranda • mirandas@smccd.edu

ESL

Created a new clearer pathway

ESL Pathway

OFF CAMPUS	ON CANADA COLLEGE CAMPUS			
PREP ENL 001	LEVEL 1 ENL 101	LEVEL 2 ENL 201	LEVEL 3 ENL 301	TRANSFER LEVEL ENL 401

CLASS DESCRIPTIONS

FIRST STEPS FOR NEW STUDENTS

1. APPLY TO CANADA COLLEGE
2. TAKE THE ASSESSMENT TEST
3. MAKE A COUNSELING APPOINTMENT
4. REGISTER FOR CLASSES

AWARDS

2

Add comment

9 ESL students have finished honors contracts:

Sparkpoint

Free GROCERIES

San Mateo County Community College District
Emergency Food Distribution

Fresh Produce. Healthy Options. On Us.

FREE DRIVE-THRU COMMUNITY MARKET at College of San Mateo

Every Friday (thru July)
11:00 am – 1:00 pm (or until all food is distributed)

LOCATION:
College of San Mateo
1700 W. Hilldale Blvd.
(Beethoven Parking Lot #2)
San Mateo, CA 94402

- COVID-19 guidelines will be observed
- Only drive thru packages will be served
- Open to students and the community
- This does not impact public charge
- No I.D. required to pick up food

SPARKPOINT

Canada College CSM 50 SECOND HARVEST

2

1 comment

10!

Academic Committee for Equity and Success (ACES)

[Overview](#)

[Meetings](#)

[Activities](#)

[Social Justice Resources](#)

[Proactive Registration](#)

[Meet the Staff](#)

[Contact Us](#)

[Spring 2020 Video Messages](#)

Social Justice Resources

[Understanding and Disrupting Systemic Oppression](#)

[Student Success and Equity Resources](#)

[40 Recommended Equity Readings](#)

[Recommended Readings on "Men of Color" in College](#)

[Teaching Men of Color Library guide](#)

[Equity in Education Library Guide](#)

San Mateo County Community College District
Equal Employment Opportunity Committee



[We attended dozens of trainings and shared Learning Take Aways](#)

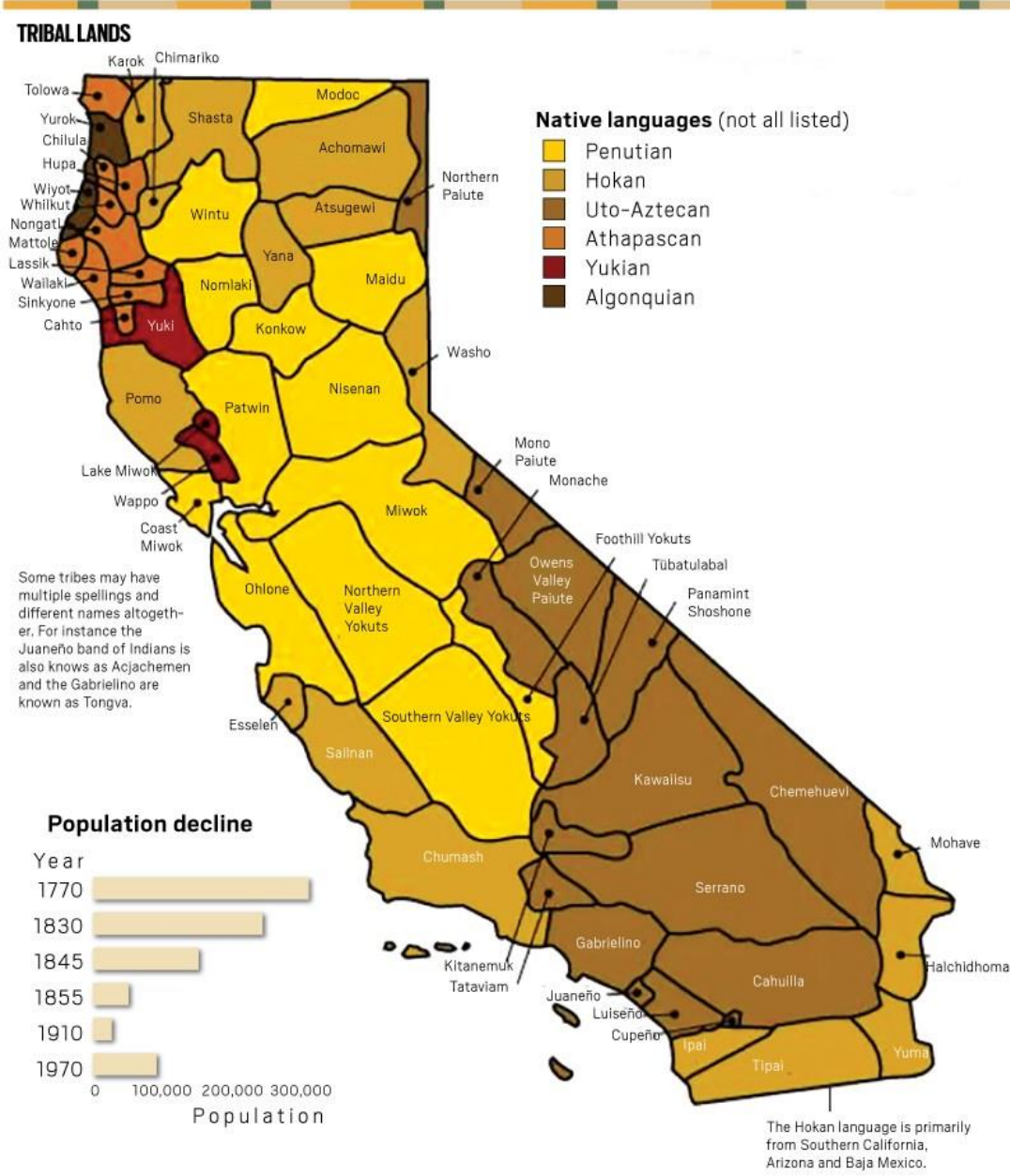




Setting the Context for Antiracism

Dr. Manuel Alejandro Pérez
Vice President of Student Services

Ramaytush Ohlone Peoples



Setting the Context for Antiracism: **Why** it matters.

race
Whiteness
marginalization
anti-Blackness
BlackLivesMatter
Whiteethnicitypower
racialized-ethnicity
patriarchy
capitalism
racism
Supremacy
oppression

“We are committed to social justice and ensuring equity, diversity, opportunity and inclusion. As a college, we continue our conversations about the critical need for anti-racist practices, services, and teaching in our community.”

- message from Dr. Jamillah Moore
to Cañada College on June 19, 2020

Setting the Context for Antiracism: **Why** it matters.

Diversity

“The history of diversity in higher education has evolved from a narrow focus on compositional, structural, or representational diversity (e.g., counting students, faculty, and staff from underrepresented and minoritized groups) to more fully addressing issues of equity, inclusion, justice, nondiscrimination, climate, and inclusive excellence. CDOs advocate for institutions to adopt and frame the work of EDI from comprehensive definitions that recognize compositional diversity as a necessary but insufficient condition for success.”

Standards of Professional Practice for Chief Diversity Officers in Higher Education 2.0
National Association of Chief Diversity Officers in Higher Education – March 2020

Setting the Context for Antiracism: **Why** it matters.

Equity as Obligation Gap

“...the gap between what community colleges as service institutions provide vis-a-vis the actual needs of the students these institutions serve.”

Minding the Obligation Gap in Community Colleges and Beyond: Theory and Practice in Achieving Educational Equity
Sims, Taylor-Mendoza, Hotep, Wallace, Conaway – May 2020

Setting the Context for Antiracism: **HSI** and **AANAPISI**

HSI

The Developing **Hispanic-Serving Institutions** (DHSI) Program provides grants to assist HSIs to expand educational opportunities for, and improve the attainment of, Hispanic students. These grants also enable HSIs to expand and enhance their academic offerings, program quality, and institutional stability.

AANAPISI

This program provides grants and related assistance to **Asian American and Native American Pacific Islander serving institutions** to enable such institutions to improve and expand their capacity to serve Asian Americans and Native American Pacific Islanders and low-income individuals.

Setting the Context for Antiracism: **Why** it matters.

diversity: variety of identities

equity: focus on the gaps between groups

inclusion: sense of belonging

social justice: fairness thru distrib. of wealth and opportunity

liberation: freedom of thought, belief, and action

Setting the Context for Antiracism: **Timeline**

Student Equity Policy (1991/1992) – CA legislates that public education will provide educational equity “through environments in which each person ... has a reasonable chance to fully develop his or her potential.” (Educational Code 66010.2c); focus on historically underrepresented groups in higher education having equal opportunity to access, success, and transfer

Affirmative Action Initiative or Proposition 209 (1996) – amended CA constitution; state can not discriminate or treat differently on the basis of race, sex, color, ethnicity, or national origin in public employment and education

Equity in Excellence Grant for USC’s Center for Urban Education (2012/2013) – gives way to equity-mindedness and the pursuit of personal and institutional responsibility for student success; critically-reassess practices, require race-consciousness and awareness of social and historical contexts for exclusion in American Higher education

Setting the Context for Antiracism: **Timeline**

Student Success Act (2012/2013) – creates the Student Success & Support Program Plan and Student Equity Plan as a result of the Student Success Task Force of 2012; focus is on addressing matriculation and retention of underrepresented groups

Student Equity & Achievement Program Plan (2018) – merged Student Success & Support Program Plan (SSSP), Basic Skills, and Student Equity with the goal of merging interventions and outcomes to eliminate achievement gaps for underrepresented groups

Proposition 16 (2020) – ballot measure to repeal Proposition 209 from CA constitution

Setting the Context for Antiracism: **Why** it matters.

Racism

Historically rooted system of power hierarchies based on race — infused in our institutions, policies and culture — that benefit White people and hurt people of color. Racism isn't limited to individual acts of prejudice, either deliberate or accidental. Rather, the most damaging racism is built into systems and institutions that shape our lives. Most coverage of race and racism is not “systemically aware,” meaning that it either focuses on racism at the level of individuals’ speech or actions, individual-level racism, dismisses systemic racism, or refers to racism in the past tense.

[*Race Reporting Guide, Race Forward The Center for Racial Justice Innovation, 2015*](#)

Antiracist

One who is supporting an antiracist policy through their actions or expressing an antiracist idea; to be antiracist is a radical choice in the face of history, requiring a radical reorientation of our consciousness.

How to be an Antiracist, Dr. Ibram X. Kendi

Our mission is to illuminate, disrupt, and dismantle
racism in all its forms.

USC Race & Ethnicity Center

The country was founded upon racism and its effects can be seen in everything from housing to economic inequality to education. He says the “treatment” for racism is similar to the one he received for cancer. Scan the body to see where the tumors (or racist policies) are, surgically remove them, then flood the whole body with medicine to make sure even the invisible tumors are treated. That systemic treatment prevents a recurrence of the cancer. Then watch the body closely for signs of new tumors and treat quickly if there are signs the cancer is returning.

[How Ibram X. Kendi's Definition of Antiracism Applies to Schools](#), Dec. 18, 2019



College Commitments to Antiracism

Dr. Jamillah Moore, College President

Aimée Kanadjian, Student Senate (ASCC) Campus Inclusion Team Committee

Diana Tedone-Goldstone, Academic Senate President

Jeanne Stalker, Classified Senate President

Cañada College DRAFT Commitments

We are Cañada College - a community of scholars and practitioners. As a collective and as individuals we commit to:

- Critically examine our behaviors and college practices for the conscious and unconscious ways in which we contribute to systemic racism;
- Uplift stories and data about the impact of anti-Blackness, oppression, poverty, and racism in our communities;
- Re-imagine and build a community of learning and service based in anti-racism, social justice, and liberation.

Cañada College Antiracism Task Force

Duration

- October 2020 – May 2021

Scope of Work

- Addressing feedback on the Antiracism Framework and returning to PBC with a Framework for adoption
- Ensure Councils, Committees, Senates, and Guided Pathways groups apply this Framework
- Provide expertise and resources to those applying the Framework to their work
- Help organize and lead Flex Day sessions: January, March
- Evaluate progress

Proposed Membership

- 2 administrators, 2 faculty, 2 classified staff, 2 students + a possible external Anti-Racism Consultant (dependent on approved funding)
- Members to be named by Academic, Classified and Student Senates as well as administration (for admin reps) by October 22, 2020

Student Senate (ASCC) Antiracism Goals

Aimée Kanadjian

Student Senator (ASCC)

Chair, Campus Inclusion Team Committee



Academic Senate Antiracism Goals

- SENATE GOAL: Work with CIETL and ACES to support anti-racism and equity professional development training for faculty.
- SENATE GOAL: Work with District Academic Senate on equity and anti-racism projects, including faculty evaluations, hiring practices, district and college policies and procedures, ethnic studies support, and training.
- Lead faculty for the USC Racial Equity Alliance
 - Natalie Alizaga
 - Michael Hoffman
 - Elizabeth Terzakis
 - Lezlee Ware

Classified Senate 2020-21 Objectives

Classified Senate Officers and Members continue to participate in the campus Anti-racism initiatives:

- Attending Campus Critical Conversations
- Completed the Five 2-hour sessions of Minding the Obligation Gap in Community Colleges Summer Learning Institute
- Participating in anti-racism conversations on the college councils and committees
- Selected for the four-part series of the Caring Campus initiative, which concludes today
- Promoting and attending ACES Events
- Participating in the USC Equity Institute
- Attending Board of Trustees Meetings
- Continue as part of the Chancellors Steering Committee to create the Chancellors Council on Anti-Racism including anti-oppression and best practices for our District and Colleges
- Attend ASCC events and continue to support our students

Classified Senate members have a strong commitment to being part of the positive change against institutionalized racism in our college, district, and in the communities where we live.

We are committed to always putting our Student First!



Current Efforts

Dr. Karen Engel, Dean of PRIE

Dr. Manuel Alejandro Pérez, Vice President of Student Services

Mayra Arellano, Director of High School Transitions & Dual Enrollment

Dr. Tammy Robinson, Vice President of Instruction

USC Racial Equity Leadership Alliance

- Professional learning
- Virtual racial equity resource portal
- Campus climate surveys: Using the National Assessment of Collegiate Campus Climates (NACCC)

CALIFORNIA COMMUNITY COLLEGE RACIAL EQUITY LEADERSHIP ALLIANCE

MONTHLY eCONVENING SERIES

USC Race and
Equity Center

Fostering and Sustaining Inclusive Classrooms for Students of Color
Thursday, September 10, 2020
1-4pm

Understanding and Addressing Implicit Bias
Monday, October 12, 2020
9am-Noon

Understanding and Confronting Anti-Black Racism
Thursday, November 12, 2020
1-4pm

Meaningfully Integrating Race Across the Curriculum
Thursday, December 10, 2020
9am-Noon

Recruiting and Hiring Faculty of Color
Monday, January 25, 2021
1-4pm

Confronting Explicit Acts of Racism and Racial Violence on Campus
Thursday, February 18, 2021
9am-Noon

Equity-Minded Student Support Services
Friday, March 19, 2021
9am-Noon

Implementing AB 705 and Other Legislation in Equitable Ways
Wednesday, April 21, 2021
1-4pm

Recruiting and Strategically Diversifying Staff at All Levels
Tuesday, May 4, 2021
9am-Noon

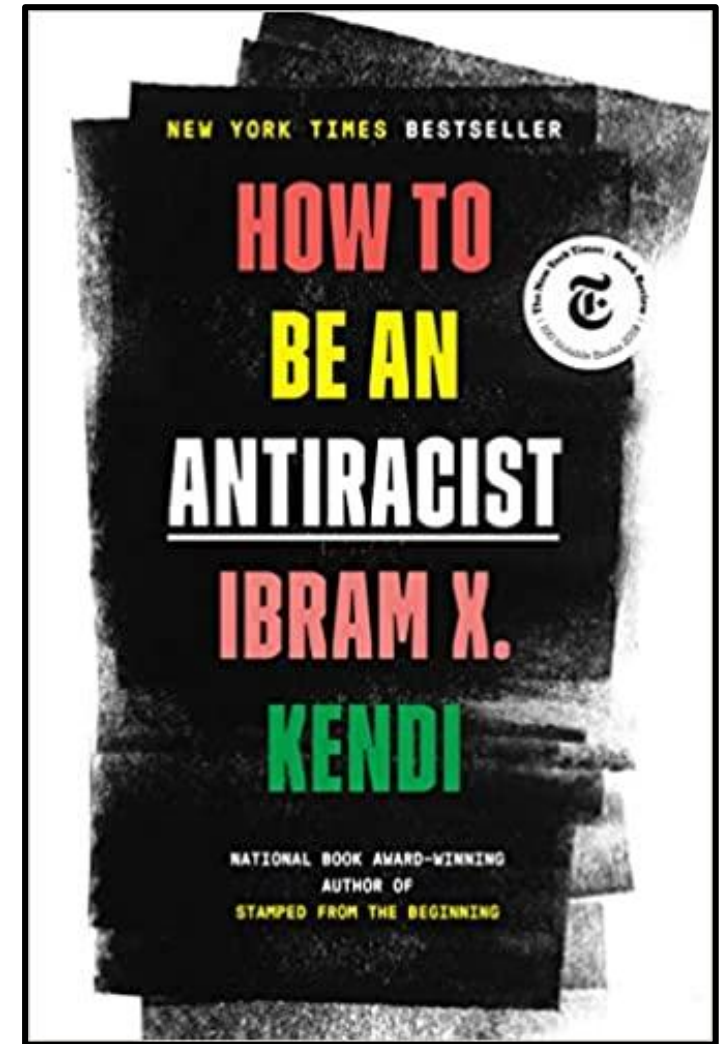
Accountability and Incentives for Advancing Racial Equity
June 2, 2021
9am-Noon

Creating Equitable Pathways to Leadership Roles for Employees of Color
Friday, July 16, 2021
9am-Noon

Opposing the Erasure of Asian Americans, Pacific Islanders, and Native Americans
Monday, August 2, 2021
1-4pm

Critical Conversations & Community Read

Date/Time	Resources
April 23, 2021 1:30 – 3:00 PM	Full Book Review
March 19, 2021 1:30 – 3:00 PM	Ch. 16 – Ch. 18 Topics: failure, success, survival
February 5, 2021 1:30 – 3:00 PM	Ch. 12 – Ch. 15 Topics: class, space, gender, sexuality
November 20, 2020 1:30 – 3:00 PM	Ch. 6 – Ch. 11 Topics: body, culture, behavior, color, White, Black
October 16, 2020 1:30 – 3:00 PM	Intro – Ch. 5 Topics: definitions, dueling consciousness, power, biology, ethnicity
July 22, 2020 3:30-5 p.m.	<ul style="list-style-type: none">• Plenary Discussion Notes (Draft)• Presentation
June 24, 2020 3:30-5 p.m.	<ul style="list-style-type: none">• June 24 Campus Invitation• Questions and Responses
June 8, 2020 9-10:30 a.m. and 1-2:30 p.m.	Initial discussion



Anti-Racism in our Community Connections

College Priority- Strengthening our K-12 & Adult School Partnerships

- **Prioritizing Equity in Early College Programs:**
 - Creating a Dual Enrollment Program
 - Strengthen communication with and engagement of parents
 - Promise Scholars Program - Enhancing Graduation Rates
- **Informing our community about Cañada College as a gateway to advance postsecondary attainment and entry into the workforce.**
 - Partnering with HS counselors to promote early college exposure
 - Sharing Resources available to our community - WiFi Access, Food Distribution, Tutoring and Legal Services

**Save the Date: High School and Community Partners Forum
Friday, November 6, 2020**

Multicultural Center – Building 9

- Sept. – Oct. 2020:
Campus
Presentations
- Nov. – Dec. 2020:
College Focus Group
Sessions

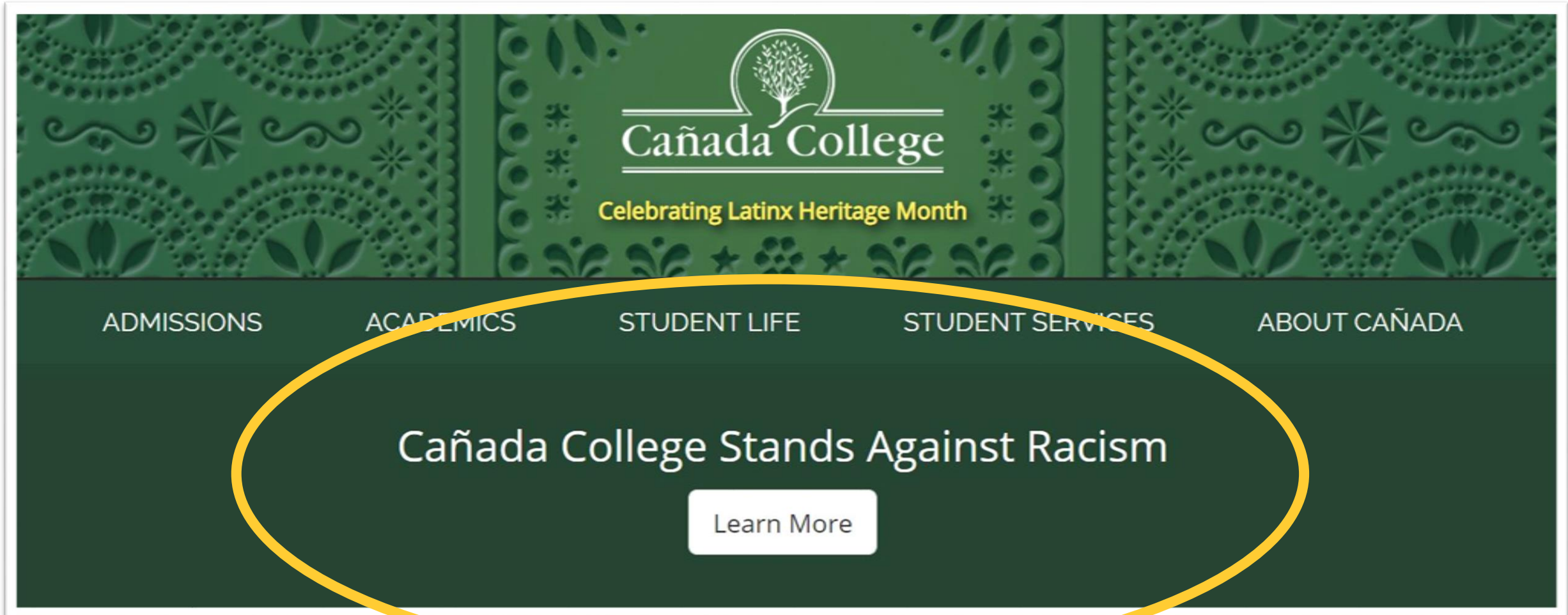




How do we connect to the work?

Dr. Manuel Alejandro Pérez, Vice President of Student Services

Antiracism website





Q&A

Dr. Manuel Alejandro Pérez, Vice President of Student Services

BREAK

10:35 – 10:50 a.m.



College-wide Strategic Initiatives

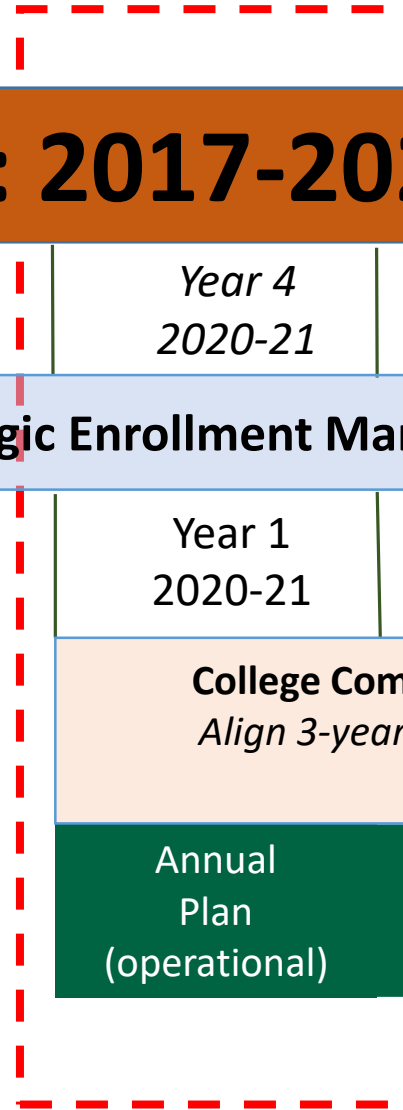
October 15, 2020

Flex Day

Education Master Plan: 2017-2022

Year 1 2017-18	Year 2 2018-19	Year 3 2019-20	Year 4 2020-21	Year 5 2021-22	
<i>Strategic Enrollment Planning</i>			Strategic Enrollment Management Plan: 2020-23		
			Year 1 2020-21	Year 2 2021-22	Year 3 2022-23
			College Committee Planning: 2020-2023 <i>Align 3-year planning as appropriate per committee</i>		
			Annual Plan (operational)	Annual Plan (operational)	Annual Plan (operational)

Leadership Retreat helped identify and refine our strategic priorities for this year



Annual (operational) Plan adopted by PBC for 2020-21

Strategic Priority	Lead Administrator
Improve student completion via online student success	Dr. Tammy Robinson, Vice President Instruction
High School and Adult School partnerships and student pathways	Mayra Arellano, Director of High School Transitions and Dual Enrollment
Marketing and communications	Megan Rodriguez-Antone, Director of Community Relations and Marketing
Professional learning	David Reed, Dean of ASLT
Fostering a campus climate of inclusivity	Dr. Manuel A. Pérez, Vice President of Student Services
Institutionalize student support structures that address obligation gaps	Dr. Manuel A. Pérez, Vice President of Student Services
Hiring and retention of diverse employees	College Cabinet

[Cañada College Annual Plan for 2020-21](#)

Annual (operational) Plan adopted by PBC for 2020-21

Strategic Priority	Guided Pathways
Improve student completion via online student success	X
High School and Adult School partnerships and student pathways	X
Marketing and communications	X
Professional learning	X
Fostering a campus climate of inclusivity	X
Institutionalize student support structures that address obligation gaps	X
Hiring and retention of diverse employees	

[Cañada College Annual Plan for 2020-21](#)

FOUR PILLARS OF GUIDED PATHWAYS



Cañada College Interest Areas

Interest Areas at Cañada College are groups of similar programs of study. As part of your first semester at Cañada, you'll be able to explore careers and program requirements in each group. Explore what's right for you!

Explore Academic Programs of Study

[Program Maps](#)

Learn About Interest Areas



Art, Design & Performance

Create or perform everything from digital art and animation, studio art, musical and theatrical performances, interior design, fashion, and graphic design.



Business

Prepare for positions in administration, marketing, accounting, and management within large and small businesses, and get help in starting your own business.



Human Behavior & Culture

Consider a career in the social sciences, education, or language arts. In the Human Behavior and Culture Interest Area, study a wide range of topics that impact our communities.



Science & Health

Degrees in this Interest Area can lead to careers as engineers, scientists, radiologic technologists, fitness trainers, dieticians, environmental educators, and medical assistants, among many other options.

Human Behavior &
Culture

Art, Design &
Performance

Science & Health

Business

Lead Faculty:
David Eck

Lead Faculty:
David Meckler

Lead Faculty:
Attila Elteto

Lead Faculty:
Gampi Shankar

Interest Area work this year:

Design and Launch First Year Experience Programs
Create Career Exploration experiences for students
Improve and maintain Program Maps – for each program of study

Success Team

Success Team

Success Team

Success Team

GUIDED PATHWAYS STRUCTURE 2020 - 2021

- STEERING COMMITTEE: responsible for scaling Guided Pathways through a multi-year strategic plan and providing resources for Interest Area Groups/Success Teams
- INTEREST AREA GROUPS: Meets regularly with Interest Area faculty and staff to develop First-Year Experience program and Career Exploration component by Summer 2021, as well as optimizing the schedule and program maps for Interest Area students (prospective, new and returning).
- SUCCESS TEAMS: operations team; frequent contact with Success Team members and interest area students with the goal to ensure every new student is connected, contacted, and feels a sense of belonging

An **Interest Area** is a group of academic degree and certificate programs that share common core required courses and which may be similar in terms of the career interests students may have.



A **Success Team** is a small group of college faculty, staff and administrators who monitor student-level data in the Interest Area (and build and manage relationships with each student in the Interest Area) to help each student with:

- Onboarding and matriculation
- Retention and persistence
- Completion of education goals



STEERING COMMITTEE 2020 - 2021

- Co-Chairs (2)
- Interest Area Faculty Leads (4)
 - Art, Design, & Performance – David Meckler
 - Business – Gampi Shankar
 - Human Behavior & Culture – David Eck
 - Science & Health – Attila Elteto
- Instructional & Student Services Deans (6)
- Best Practices Representatives (2)
- Data Analyst (1)
- Classified Professional Representatives (2)
- Student Representative (1 – 2)

STEERING COMMITTEE
2020 - 2021

- Co-Chairs (2)
- Faculty Leads (4)
- Deans (6)
- Best Practices Reps (2)
- Data Analyst (1)
- Classified Reps (1 - 2)
- Student Reps (1 – 2)

INTEREST AREA GROUPS 2020 - 2021

- Leadership Team:
 - Interest Area Faculty Lead
 - Interest Area Program Services Coordinator
 - Interest Area Dean (ADP: Hyla, B: Hyla, HBC: James, SH: Ameer)
- Larger Team:
 - Interest Area Faculty
 - Data Coach
 - Special Program Specialists (invited via Interest Area PSC)
- Goals:
 - FYE launch by Summer 2021
 - Career Exploration by Summer 2021
 - Program Mapper and schedule optimization

STEERING COMMITTEE
2020 - 2021

- Co-Chairs (2)
- Faculty Leads (4)
- Deans (6)
- Best Practices Reps (2)
- Data Analyst (1)
- Specialist Reps (1 - 2)
- Student Reps (1 – 2)

INTEREST AREA
GROUPS
2020 - 2021

- Leadership Team:
 - Faculty Lead
 - Program Services Coordinator
 - Interest Area Dean
- Larger Team:
 - Interest Area Faculty
 - Specialists
 - Data Coach
- Goals:
 - FYE, Career Expl., Sched. Opt., Program Mapper

SUCCESS TEAMS
2020 - 2021

- Core Success Team:
 - Retention Specialist
 - Counselor
 - Faculty Lead
 - Data Coach
 - Peer Mentor(s)
- Additional Team Members:
 - Program Services Coordinator
 - Interest Area Dean
 - Special Program Retention Specialists
- Goal: ensure every student is contacted, connected and feels a sense of belonging

SUCCESS TEAM: RETENTION SPECIALIST

Areas of Impact

- Create channels for frequent and consistent communication to students (text, email, phone, etc.)
- Daily maintenance of system for all interest area student contacts from point of application (CRM, Banner, Canvas, etc.)
- Maintain regular contact with students for them to enter and stay on the Interest Area pathway

SUCCESS TEAM: COUNSELOR

Areas of Impact

- Provide Interest Area specific educational planning for students within their Interest Area
- Document and report trends in interest area educational planning to inform Program Mapper, Course Scheduled, and student engagement efforts
- Develop system for regular educational planning sessions with all Interest Area students

SUCCESS TEAM: INTEREST AREA FACULTY LEAD

Areas of Impact

- Document and report trends in interest area course planning, curriculum, and instruction to inform student engagement efforts with the Success Team
- Develop system to connect Success Team trends and feedback to Interest Area planning, including Program Mapper maintenance and updates, as well as faculty engagement

SUCCESS TEAM: DATA COACH

Areas of Impact

- Provide bundles of student data for Success Team members to inform the various milestones related to student engagement, completion, and overall success
- Regular maintenance and reporting of data for all interest area student contacts from point of application

2020 – 2021 Timeline

- Steering Committee:
Scale GP initiatives and develop strategic plan
- Interest Area Groups:
Define and build Interest Area FYE & Career Exploration;
launch Summer 2021 Colts-Con; systematize Program Mapper updates
- Success Teams:
Connect with all new Interest Area students



Meetings

1st, 3rd, 5th Tuesdays
2:30PM – 4:30PM



Cañada College

Thank you