

**Equity and Engagement Division
Responses to IPBT Questions**

E&E - Alicia

- It is clear that many departments have been asked about what initiatives they are taking to close the equity gaps. The question to the office of equity are:

Do you have an outreach to the program to identify their needs? Faculty are busy with their classes and sometimes that is overlooked. Engaging them in the discussion could be helpful. Workshop and seminars are great to have, but not as effective as one on one discussions.

We've had departments and divisions reach out to our office (Counselors, DSPS, Physical Ed & Athletics, Social Science & Humi) and held specific trainings based on their needs. Would like to create data-teams within divisions to see where the gaps exist and provide best practices that may be suitable for their areas.

Held in collaboration trainings with Office of Professional Development (Implicit bias, Culturally relevant pedagogy, Equity-minded syllabi, Equity Certification Training for Classified Staff). Hosted High Impact Practice speakers and workshops.

Currently, office comprises of one classified staff member, an Additional Pay Faculty Coordinator for JMRR with limited hours and an administrative assistant. Full-time faculty Director position was lost.

- Have you awarded any equity grants in the past 3 years? Can you share that with us? *We have not awarded any equity grants. Funds have been requested to support small projects within divisions and programs.*
- What is needed from the division deans to move the needle? *Equity work requires collaboration and consistent commitment from all those involved (faculty, staff, administrators and students) and at all levels of the institutions (programs, departments, divisions, college and district). To close equity gaps does not fall solely on the shoulders of one area or individual but requires an institutional commitment and committed individuals willing to do the work in a consistent and intentional manner. Like others, Deans are valuable by providing leadership in a few ways: support faculty and staff by encouraging courageous conversations within their areas; support a core team of individuals within departments who are willing to learn and take a lead in the work;*

encourage the creation of data informed teams within departments; hold division retreats focused on closing the equity gaps; invite faculty/staff from other areas to share best practices, and to continue to look at ways to create welcoming spaces for students, staff and faculty. These are but a few ways we can work collaboratively but it also requires commitment from faculty and staff to do the work and continued support from senior leadership to commit to resources where most needed.

- What are we doing to support smaller programs who don't have the faculty resources to create equity plans? *At this time, our office can work with individuals or programs by providing training and/or assistance with developing a plan, reviewing data and identifying additional resources.*
- “Auto Tech did contact the Men of Color counselor to ask if we could talk to their group of students about the low number of African Americans that want to enter the automotive trade. He said that they concentrate on transfer and 4-year success and did not think they could be of help to us” – How can we improve interdepartmental collaboration?

Not clear as to what is being asked here and would need more context. I can say there are two new Men of Color (MOC) Counselors and they are dedicated to providing services and supporting the men with their educational goals whether they be a CTE program, AA and/or transfer. They are committed to meeting the needs of the students and seeking the support needed to reach their goals.

- Foster youth: We looked through the resources available in the Equity department but cannot find anything related to foster youths.

At this time, there is not a dedicated foster youth counselor. EOP&S received a grant for two years to provide services to a limited number of foster youth students. The grant was able to support book vouchers, meal and gas cards to students and funding to hire a part-time counselor. The Counselor worked with a RISE coach to connect foster youth with County resources to ensure needs were supported (housing, basic needs, employment). After the grant expired, additional funding was identified with the help of the Foundation to extend services but those funds have now also expired and been depleted. No consistent or comprehensive services exists for our foster youth population.