Great Speech Now What?:
Engaging Faculty in Equity-Centered Pedagogy
Lasana O. Hotep  Katrina Pantig
Jesse Raskin  Lauren Ford
Great Speech Now What?: Engaging Faculty in Equity-Centered Pedagogy

Lasana O. Hotep
Katrina Pantig
Jesse Raskin
Lauren Ford
Agenda

- Introductions
- Paradigm Shift
- Skyline College Approach
- Equity Training Series Pilot Program
- The Way Forward
Paradigm Shift

- Right to Fail
- Completion Agenda
The completion agenda was viewed as a challenge within an existing challenge. It is impossible for community colleges to fulfill the broader mission of open-door institutions if they do not overcome the immediate challenges of ensuring student access and success.

- American Association of Community Colleges
How does this shift impact course and curriculum development?
### Who Do We Teach?

#### Skyline College Student Characteristics

**College-Wide**

**Unduplicated Headcount by Gender and Ethnicity**

<table>
<thead>
<tr>
<th></th>
<th>Female</th>
<th>Male</th>
<th>Unreported</th>
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<tbody>
<tr>
<td>2012-2013</td>
<td>9,183</td>
<td>7,619</td>
<td>371</td>
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<tr>
<td></td>
<td>53.5%</td>
<td>44.4%</td>
<td>2.2%</td>
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<tr>
<td>2013-2014</td>
<td>8,862</td>
<td>7,841</td>
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<td>51.8%</td>
<td>45.8%</td>
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<tr>
<td>2014-2015</td>
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<td>7,801</td>
<td>458</td>
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<td>51.4%</td>
<td>46.0%</td>
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<tr>
<td>2015-2016</td>
<td>8,744</td>
<td>7,500</td>
<td>467</td>
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<tr>
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<td>52.3%</td>
<td>44.9%</td>
<td>2.8%</td>
</tr>
<tr>
<td>2016-2017</td>
<td>8,343</td>
<td>7,083</td>
<td>412</td>
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<tr>
<td></td>
<td>52.7%</td>
<td>44.7%</td>
<td>2.6%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>25,324</td>
<td>21,474</td>
<td>1,313</td>
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<tr>
<td></td>
<td>52.6%</td>
<td>44.6%</td>
<td>2.7%</td>
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</tbody>
</table>

#### Ethnicity Breakdown

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Am. Ind./Alaska Native</td>
<td>30</td>
<td>24</td>
<td>27</td>
<td>23</td>
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<tr>
<td>Asian</td>
<td>3,643</td>
<td>3,412</td>
<td>3,379</td>
<td>3,218</td>
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<td>19.9%</td>
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</tr>
<tr>
<td>Black - Non-Hispanic</td>
<td>647</td>
<td>618</td>
<td>585</td>
<td>524</td>
<td>436</td>
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<tr>
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<td>3.6%</td>
<td>3.4%</td>
<td>3.1%</td>
<td>2.8%</td>
</tr>
<tr>
<td>Filipino</td>
<td>2,633</td>
<td>2,699</td>
<td>2,800</td>
<td>2,878</td>
<td>2,630</td>
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<tr>
<td></td>
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<td>15.8%</td>
<td>16.5%</td>
<td>17.2%</td>
<td>16.6%</td>
</tr>
<tr>
<td>Hispanic/ Latino</td>
<td>2,840</td>
<td>2,931</td>
<td>2,905</td>
<td>2,967</td>
<td>2,845</td>
</tr>
<tr>
<td></td>
<td>16.5%</td>
<td>17.1%</td>
<td>17.1%</td>
<td>17.8%</td>
<td>18.0%</td>
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<tr>
<td>Pacific Islander</td>
<td>243</td>
<td>234</td>
<td>211</td>
<td>227</td>
<td>192</td>
</tr>
<tr>
<td></td>
<td>1.4%</td>
<td>1.4%</td>
<td>1.2%</td>
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</table>
Who Do We Teach?

<table>
<thead>
<tr>
<th>SKYLINE COLLEGE STUDENT CHARACTERISTICS</th>
<th>College-Wide</th>
</tr>
</thead>
</table>

**Unduplicated Headcount by Age**

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Age Under 18</td>
<td>1,456</td>
<td>1,645</td>
<td>1,696</td>
<td>1,912</td>
<td>1,900</td>
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<tr>
<td>Age 18 - 22</td>
<td>7,419</td>
<td>7,396</td>
<td>7,534</td>
<td>7,448</td>
<td>7,187</td>
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<td>Age 23 - 28</td>
<td>3,659</td>
<td>3,719</td>
<td>3,695</td>
<td>3,603</td>
<td>3,361</td>
</tr>
<tr>
<td>Age 29 - 39</td>
<td>2,317</td>
<td>2,253</td>
<td>2,260</td>
<td>2,103</td>
<td>1,944</td>
</tr>
<tr>
<td>Age 40 - 49</td>
<td>1,172</td>
<td>1,010</td>
<td>893</td>
<td>835</td>
<td>709</td>
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<tr>
<td>Age 50 - 59</td>
<td>744</td>
<td>696</td>
<td>573</td>
<td>517</td>
<td>475</td>
</tr>
<tr>
<td>Age 60 +</td>
<td>394</td>
<td>386</td>
<td>325</td>
<td>293</td>
<td>262</td>
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<tr>
<td>Age Unreported</td>
<td>12</td>
<td>4</td>
<td>1</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Total</td>
<td>17,173</td>
<td>17,109</td>
<td>16,977</td>
<td>16,711</td>
<td>15,838</td>
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**Unduplicated Headcount by Goal**

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<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>4yr stu take class for 4yr col</td>
<td>1,939</td>
<td>1,670</td>
<td>1,611</td>
<td>1,414</td>
<td>1,149</td>
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<tr>
<td>College Preparation</td>
<td>497</td>
<td>545</td>
<td>539</td>
<td>595</td>
<td>692</td>
</tr>
<tr>
<td>CTE Certif/Career Development</td>
<td>2,756</td>
<td>2,581</td>
<td>2,196</td>
<td>1,996</td>
<td>1,731</td>
</tr>
</tbody>
</table>
Approaches Toward Educational Equity & Cultural Fluency

- Deficit Model
- Diversity & Inclusion
- One Off Activities
- Boost Funding to Existing Programs
- Hire Equity Coordinator
Skyline College Approach

- Comprehensive Diversity Framework
- Eye on Student Success Outcomes
- Anti-Sexist/Anti-Racist
- Dean of Student Equity and Support Programs (SESP)
- SESP Division
Student Equity and Support Programs

- Administrative Support for Categoricals
- Oversee Student Equity Plan
- Educational Equity and Cultural Fluency Across Campus
Categoricals

- Disability Resource Services (DRC)
- Extended Opportunity and Support Programs (EOPS)
- CARE/CalWORKS
- TRiO
- Guardian Scholars Program
Student Equity Plan

- Access
- Course Completion
- ESL/Basic Skills Completion
- Degree/Certificate Completion
- Transfer
Beyond the Margins Equity Forums

- Town Hall Style
- Salient Issues On Campus
- Faculty Panelists
- Faculty Facilitator
- Themes: STEM/LC/ Counseling/Etc.
Equity Summit

- Full Day Experience
- 12 Scholars/Practitioners
- Ted Talk Style
- Plenary Sessions
- Keynote Speaker
- Introduction of Equity Training Series
Center for Transformative Teaching & Learning

- Best Practices Workshops
- Critical Conversations Lounge
- The Learning Space
- One-to-One assistance with Technology
- New Faculty Academy
New Faculty Academy Training

- Introduction to Key Campus Leaders
- Divisions and Departments
- Pedagogical Approaches
- Educational Equity
- Technology & Instructional Resources
Campus-Wide Approach

- Meta Majors and Guided Pathways
- Change Leadership
- Student Ready
- Design for Completion
- Transformative Student Experience
The Skyline College Equity Training Series (ETS) is an intentional sequence of experiences designed to equip participants with the knowledge, skills, and dispositions necessary for effective equity leadership. These experiences prepare participants for the responsibility of aiding in the professional development of their colleagues.
Equity Training Series (ETS)

- Faculty/Staff/Administrators
- Network of National Educators
- 7 Weeks
- 3 Hours/Friday
- Part 1: Theory/Data/Context
- Part 2: Application of Information
- Each Group Has Outcomes
Equity Training Series (ETS)

- Equity in Education
- Whiteness & Racism
- Unconscious Bias
- Pin@y Student Success
- Culturally Relevant Teaching
- Critical Pedagogy
Equity Training Series (ETS)

- Faculty
  - Course Design/Syllabus/Practices Reflective of ETS
- Staff
  - Poster Presentation/Slide Presentation of Application of ETS
- Administrators
  - Vision, Mission & Values Statement Reflective of ETS
Equity Training Series (ETS)

- Critical Pedagogy
- Whiteness & Teacher Education
- Supporting Men of Color
- Disability in Higher Education
- Equity in STEM Education
- Latinx Student Success
How do we move our campuses to become more equitable (address disproportionate impact and culturally fluent?)
Moving Forward

- Assess The Climate
- Faculty Champions
- Administrative Support
- External Expertise
- Multiple Formats (Accessibility)
- Evaluation
- Professional Development
Discussion