LEADING FOR EQUITY

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Pasadena City College
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Engaging Latino Students
PCC & CSULA
A cohort of 5,400 PCC students who first enrolled in Fall 2008 were tracked for 6 years.

241 (4% of the cohort) were African Americans.

African American Transfers to CSULA

2014
1 male
0 females
Sam
Who Really Cares?
Signs of Improvement

Time to completion
- 3.6 years in 2016 → 3.2 years in 2017

Degrees awarded
- 3,151 in 2014-15 → 4,175 in 2016-17 → over 6,000 in 2017-18

Latino student degree completion rates
- 36.8% in 2014-15 → 43.7% in 2016-17
Data from the Aspen Institute, 2017
First-Year Retention

- **U.S. Average**: 52%
- **Finalist Average**: 64%
- **Pasadena**: 62%

Aspen College Excellence Program, Finalist Feedback Report, 2017
Three-Year Graduation and Transfer

U.S. AVERAGE: 39%
FINALIST AVERAGE: 48%
PASADENA: 49%

Aspen College Excellence Program, Finalist Feedback Report, 2017
Percentage of Students Who Transfer and Complete a Bachelor’s Degree

- U.S. AVERAGE: 42%
- FINALIST AVERAGE: 47%
- PASADENA: 52%

Aspen College Excellence Program, Finalist Feedback Report, 2017
What did we do?

How did we change and improve?
PCC’s Equity Challenge: Three-Year Graduation and Transfer

Aspen College Excellence Program, Finalist Feedback Report, 2017
How do we continue to change and improve?

1. We are nurturing a community of equity leaders.
2. We are shifting the campus mindset.
3. We are operationalizing equity.
Three legacy moments

The actions we took

The impact of those actions
Nurturing a Community of Equity Leaders

- Identifying our noble purpose
- Debunking the myths
- Creating a sense of urgency
- Coordinating our efforts
Legacy Moment:
2011, The Kellogg West Leadership Retreat
5,537 first-time students tracked for 6 years...

Developmental Education
N = 3,408
• 12% earned an AA/AS
• 5% earned a certificate
• 25% transferred
• 69% had no discoverable milestone

Non-Dev Education
N = 2,129
• 10% earned an AA/AS
• 4% earned a certificate
• 41% transferred
• 55% had no discoverable milestone
Actions: risk-taking and innovation
Impact:
equity-minded leaders across the campus
Shifting the Campus Mindset

- Placing students first
- Being asset-minded
- Talking about race
- Focusing on career
Legacy Moment:
2008, mistrust, tension, animosity
Action: a year of planning
Impact:

student-centered services for students
Operationalizing Equity

- Communicating the message
- Braiding resources
- Revising policies and practices
- Hiring equity leaders
Legacy Moment:
2016, a dearth of diversity
Action: equity training
Impact: conversations about our students
Creating an Equity Framework for Campus-Wide Transformation

Guided Entry + Career Communities + Program Maps, Curriculum & Instruction + Support Services + Guided Exit = Increased Academic Goal Completion
Leading for Equity

- Act with intention and courage
- Use evidence to persuade and change
- Be solution-oriented
- Talk about race
- Take risks
- Support and protect
- Stay relentlessly student-focused
CONTACT

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