



2023 EQUITY SUMMIT

Cultivating Community:
Making the Invisible, Visible

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WELCOME



Dr. P. Wesley Lundburg
President - Miramar College



Malia Kunst
President - Classified Senate



Pablo Martin
President - Academic Senate

LAND ACKNOWLEDGEMENT

We recognize that San Diego Miramar College sits on the ancestral homeland of the Kumeyaay people, who have lived in this area for well over 10,000 years, and we honor their past, present, and future connection to this land and its inherent connection to their identity.

We acknowledge our occupation of unceded Kumeyaay land and the violent systemic injustices this has continuously perpetuated for Native peoples of this region. We pay respect to the Indigenous people of San Diego County - past, present, and future - and honor their continuing presence in their homeland and their spiritual beliefs that land does not belong to people; people belong to land.

We also acknowledge that this is merely the beginning, and there is far more work to be done in an attempt to heal all of the injustices and inequities that still exist today and throughout their entire historical diaspora. Hopefully we can find a way to move forward together.



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AGENDA

1

OVERVIEW OF THE SUMMIT

9:00- 9:10 | L-105

2

KEYNOTE WITH DR. DAISY GONZALES

9:10- 9:55 | L-105

3

BREAKOUT SESSIONS

10:00 - 10:40 | SESSION 1 | 3RD FLOOR LLRC
10:45 - 11:25 | SESSION 2 | 3RD FLOOR LLRC

4

LUNCH

11:30 - 12:15 | LLRC PATIO

5

STUDENT PANEL

12:20 - 1:00 | L-105

6

REFLECTIONS

1:00 - 1:15 | L-105

7

NEXT STEPS & CLOSING

1:15 - 1:30 | L-105

SCAN ME



DR. DAISY GONZALES



Daisy Gonzales, Ph.D., serves as the Deputy Chancellor of the California Community Colleges, the largest system of public higher education in the United States . She leads the 116-community college system, which serves over 1.9 million students with a student - centered mindset and a goal of creating equitable and supportive ecosystems where students thrive .

Deputy Chancellor

California Community College Chancellors Office



California Community Colleges

Building an Ecosystem of Belonging: Cultivating Community For a Better Tomorrow



Miramar College

Equity Summit, October 2023

Dr. Daisy Gonzales

Deputy Chancellor, CCCCO

dgonzales@cccco.edu

Our Time Together

1. **Past**-Identifying equity gaps was step one
2. **Present**-Committing to Action that Nourishes our Community
3. **Future**-Structural Change at Scale in Service Student Success



Past

Identifying equity gaps was step one.

Served **2.1 million students** at **116 colleges**, the California Community Colleges is the **largest system of higher education** in the country.

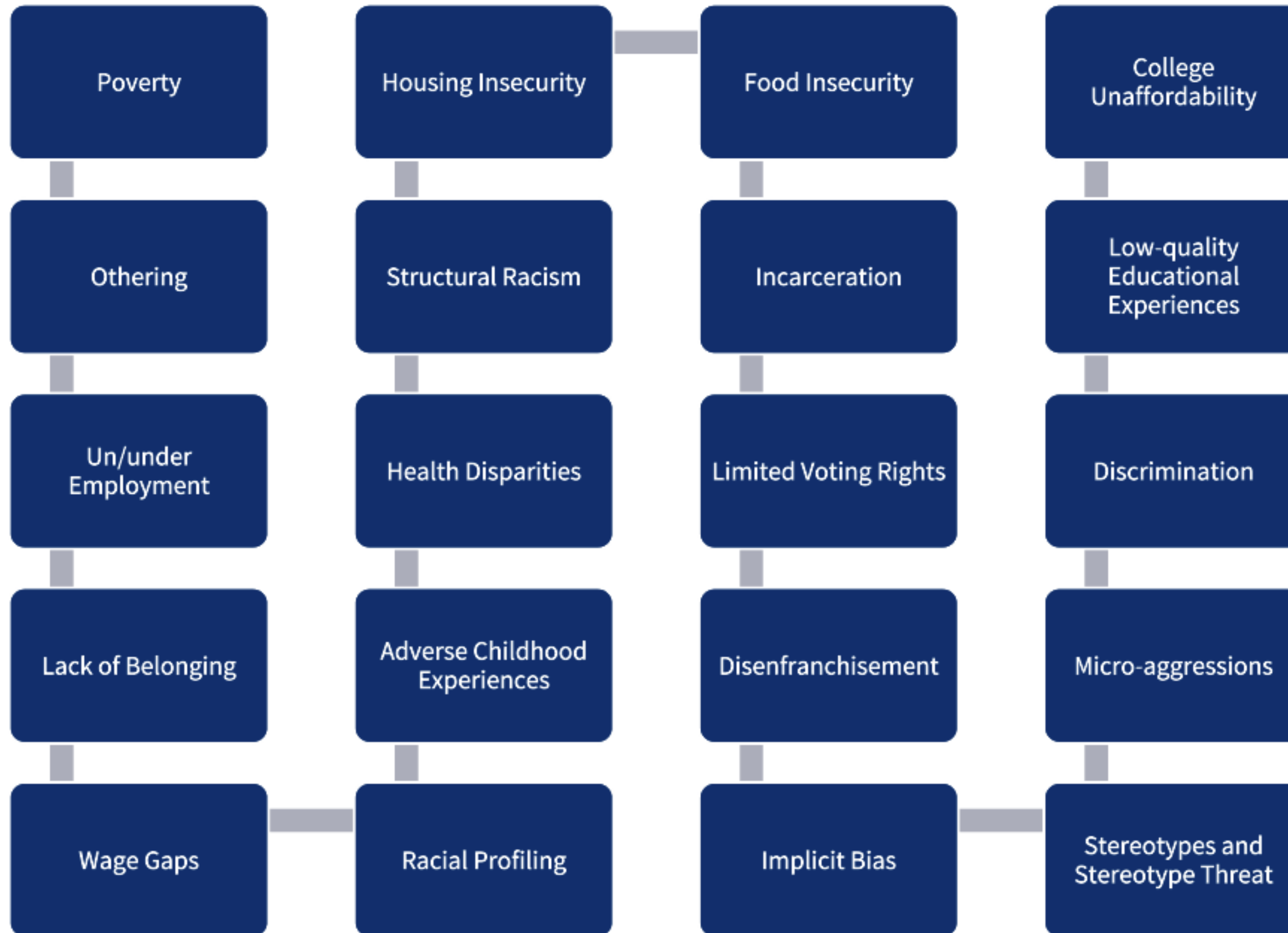
69% of California community college students are people of diverse ethnic backgrounds

51% of CSU graduates started at a California community college

29% of UC graduates started at a California community college



Why Are Student Outcomes Declining?

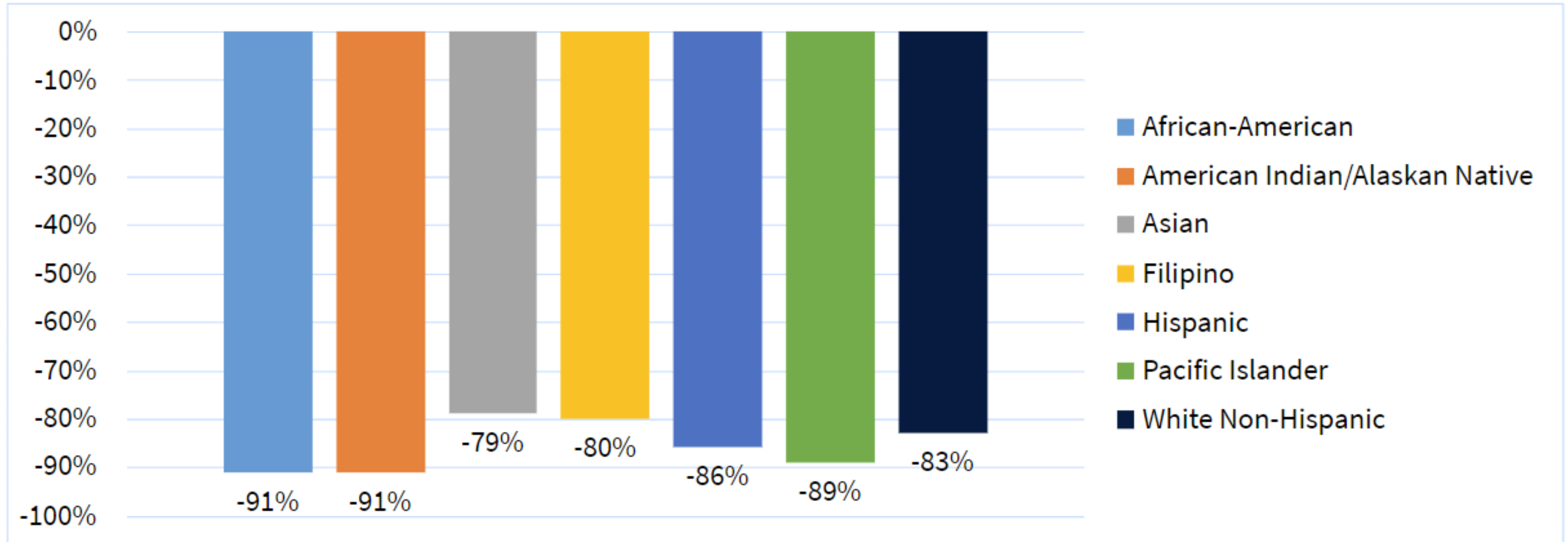


Grounding Ourselves in the Student Voice

“More resolutions of ‘commitment to students of color’ will not make a difference; what is needed is action that can affect results. As students, we want change and understand it starts with education, in our classrooms with our teachers and our administrators.”

Source: Student Senate for California Community Colleges (SSCCC), Anti-Racism: A Student Plan of Action Report. Published September 4, 2020.

Pre-Pandemic: Who are we leaving behind



Contextual note: Completion of any *Vision for Success* outcomes, visualized as the percentage of students not completing any outcome within four years. Percentage of credit students starting in 2015-16.

Students Served by California Community Colleges



74%
**Part Time or
Noncredit**



41%
**Adult
Students**



64 %
**Working
Learners**



70%
**Students
of Color**



35%
**First
Generation**



11%
**with an
Associate Degree
or Higher**



66%
**Economically
Disadvantaged**



14%
Noncitizens



9%
**Dual
Enrollment**

Board of Governors Commitment to DEIA

- September 2019, approved **68 recommendations** outlined in the Diversity, Equity, and Inclusion (DEI) Integration Plan.
- September 2020, adopted Title V regulations that codified a new **DEI statement** for our system.
- In 2020-21 and 2021-22, secured new **statewide resources** to implement the DEI Integration Plan.
- July 2021, adopted **updated EEO Title V regulations**.



California's path forward



Institutions shift the burden from students to the institutions.



Clear, easy to navigate routes to completion.



Actively addressing student basic needs, mental health, and the full cost of attendance.



Students are able to enroll in courses that fit **their schedule and needs** *anywhere* in the system.



Students **always** get fair credit for their skills and experience, both in our system and beyond.

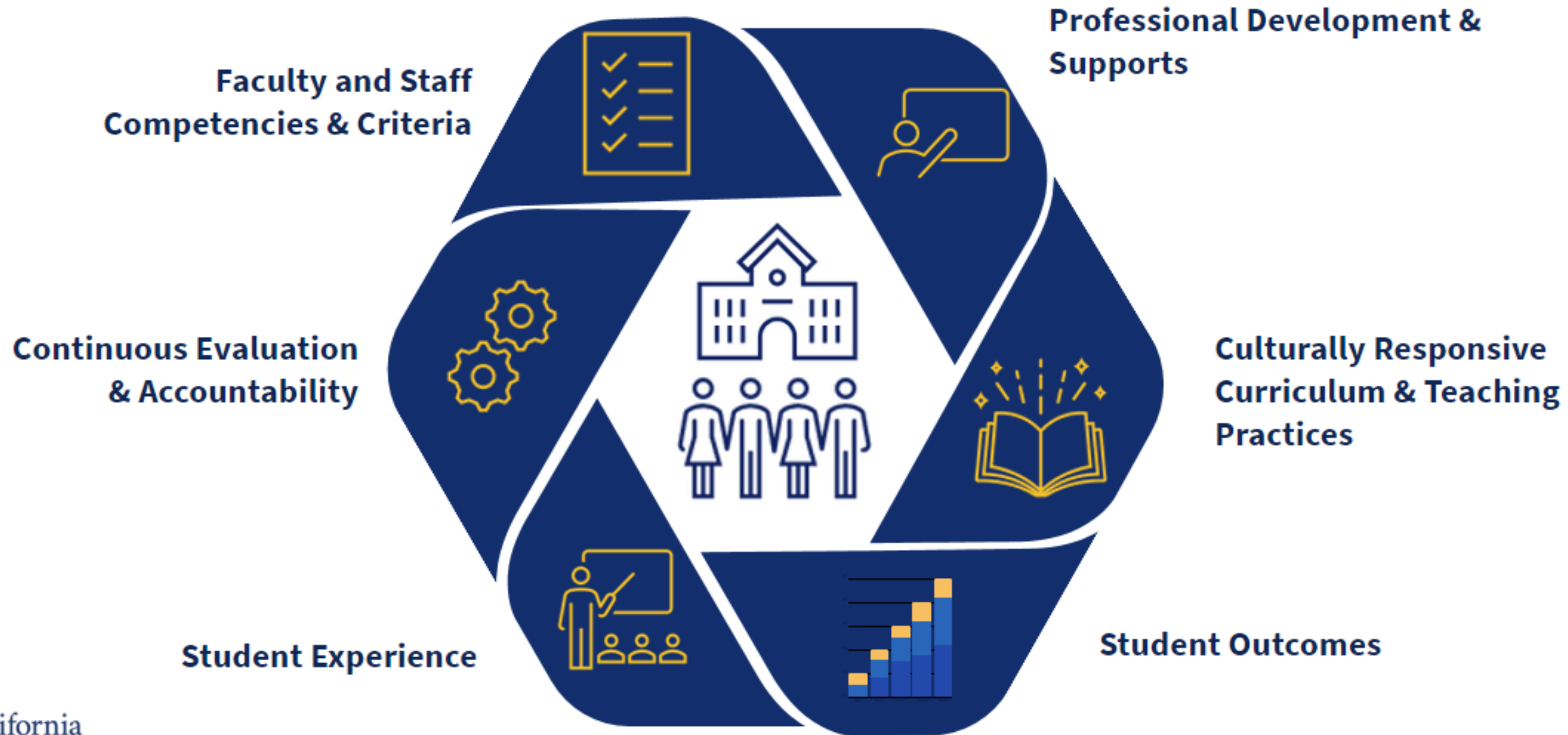


Restore the core value proposition - that students will complete and/or transfer and that helps them build a better future.

Present

Committing to action that nourishes our community.

Educational Excellence Ecosystem



Miramar College Integrated Planning Framework

Campus Mission

San Diego Miramar College's mission is to prepare students to succeed by providing quality instruction and services in an environment that supports and promotes success, diversity, inclusion, and equity with innovative programs and partnerships to facilitate student completion for degrees/certificates, transfer, workforce training, and/or career advancement

Goal 5: Diversity, Equity and Inclusion (DEI)

Build an environment that embraces diversity, equity, inclusion, anti-racism, and social justice for the benefit of the college community.

Strategic Direction 1

Systematically update college processes, programs, and practices within a comprehensive equity framework for equity-minded practices in the workplace, the classroom, and support programs/services.

Strategic Direction 2

Establish comprehensive professional development for the campus community to increase capacity round and engage in equity, diversity, inclusion, social justice, and anti-racism.

Strategic Direction 3

Systematically review, develop and incorporate equity-minded practices in:

1. Culturally responsive instructional pedagogy,
2. Student-centered services, and
3. Recruitment, screening, and retention of employees.

Belonging as our Foundation

Access, persistence and success is everyone's job!



- **Lead by example:** Are we welcoming?
- **Inclusive Values:** Do all individuals have access to the same opportunities and are they treated fairly?
- **Accountability:** How does our environment promote a space where everyone's thoughts, ideas and perspectives matter?
- **Achieving our Collective Mission:** Do the members of our community feel valued and connected to our mission?

Our ACTIONS must lead to the Cultural Transformation of entire systems.

Reform

Makes changes in something (typically a social, political, or economic institution or practice) in order to improve it.

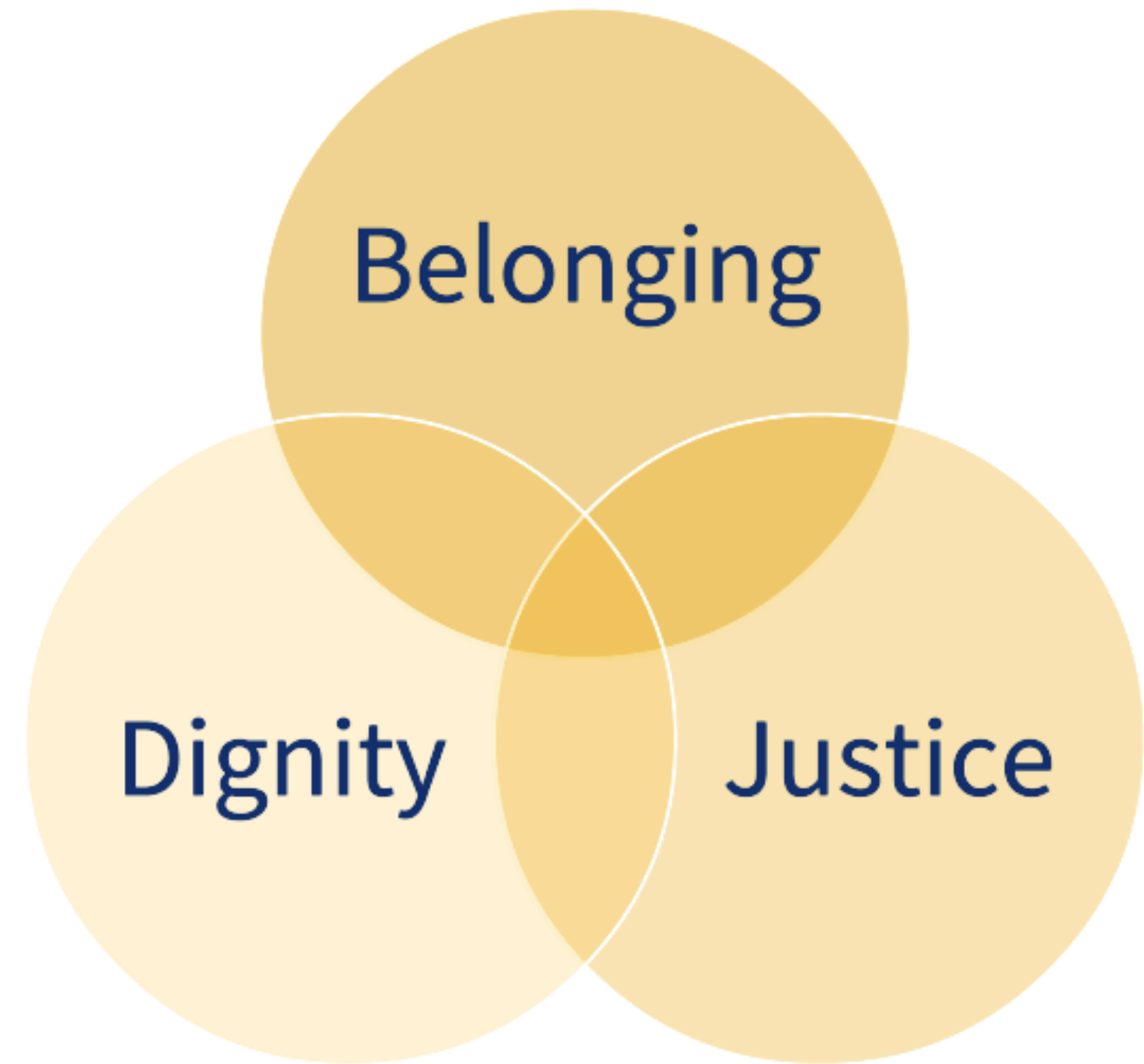


Transform

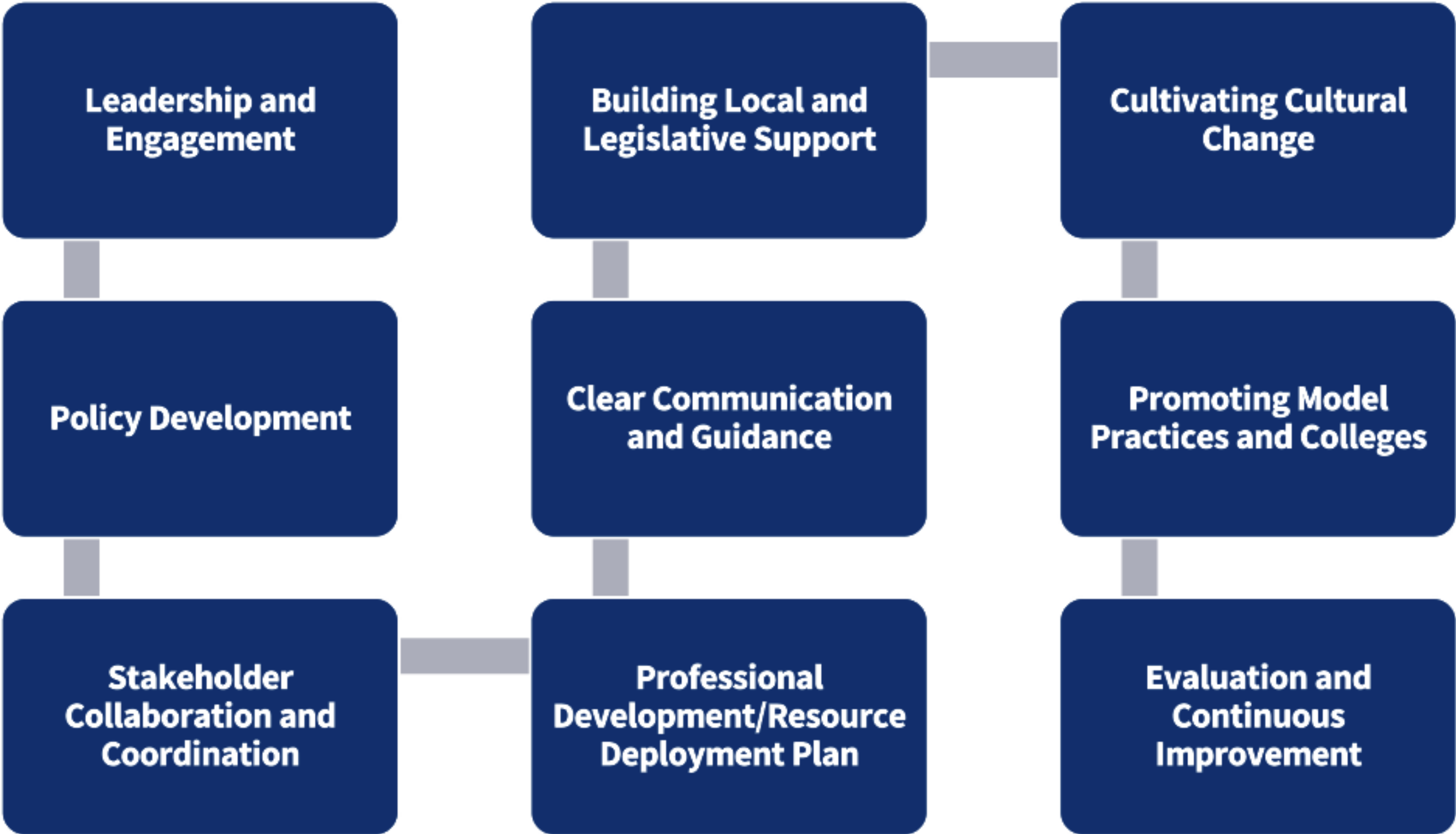
Make a thorough or dramatic change in the form, appearance, or character of.

Core Leadership Characteristics

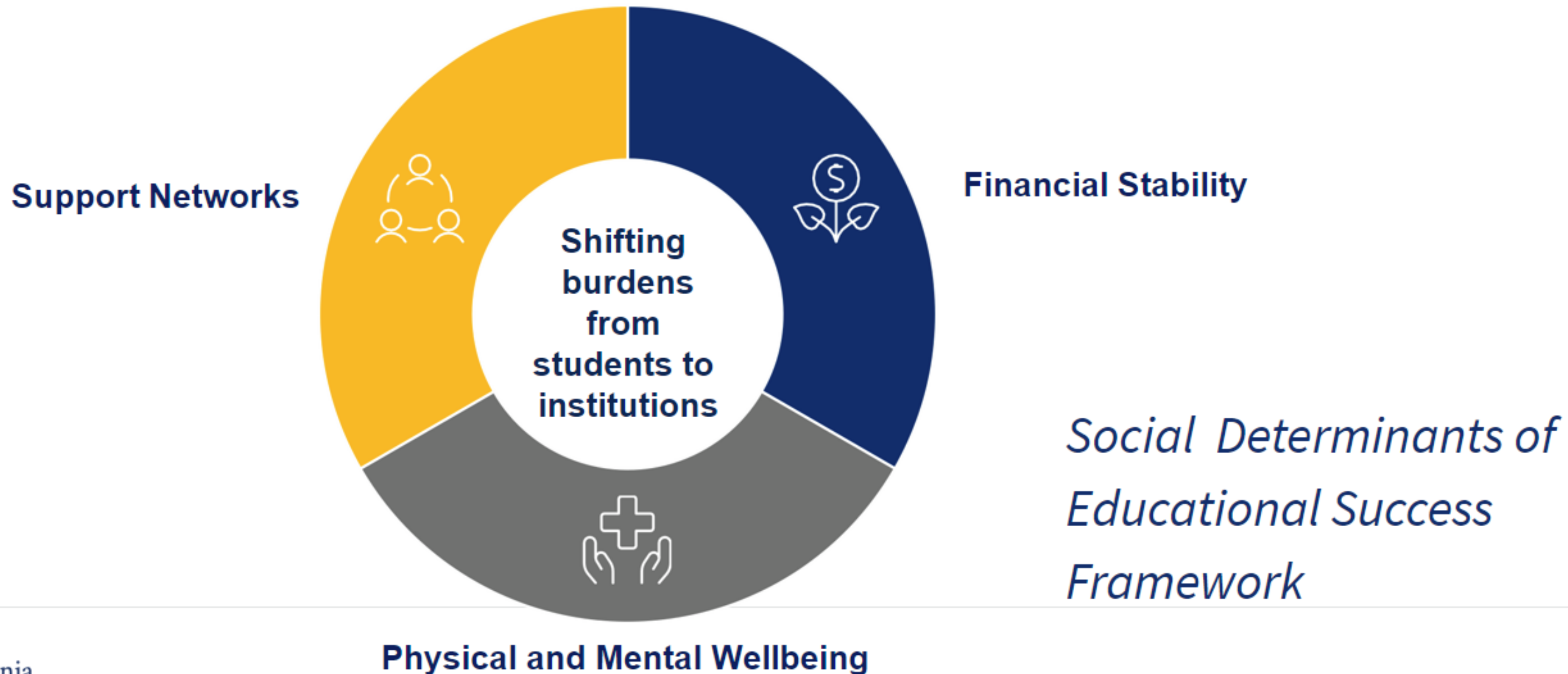
- Self-Aware
- Dignity
- Empower Others
- Humility
- Courage



Intentional Roadmap for Transformational Change



Take unapologetic action and intentionality connect disjointed systems.



Future

Structural change at scale in service of student success.

VISION 2030

A Roadmap for California Community Colleges



Strategic Directions

Guided Pathways

Goals

Outcomes

Our Students, Communities & Our Planet



Transfer
Bachelor's Degree Program
Equitable Dual Enrollment
Credit for Prior Learning

Reaching adult learners
Career Education
Priorities:
Climate, Health Care, STEM, Education

Artificial Intelligence Challenges and Opportunities
Enhanced Data Analytics



ACTION for Our Students and Future Learners

We must know our current students and customize our support.
And reach our future learners and take college to them.

Vision 2030 sets a clear path forward to reach:

High School Students

Dual Enrollment/Early College with Equity, Independent Studies, GED & Alternative Schools.

Youth and Adult Learners

Justice-involved youth and adults, Foster youth, Students with Disabilities

Adult Learners

ESL, Veterans, Students with Dependents, Working Adults, Low-income adults

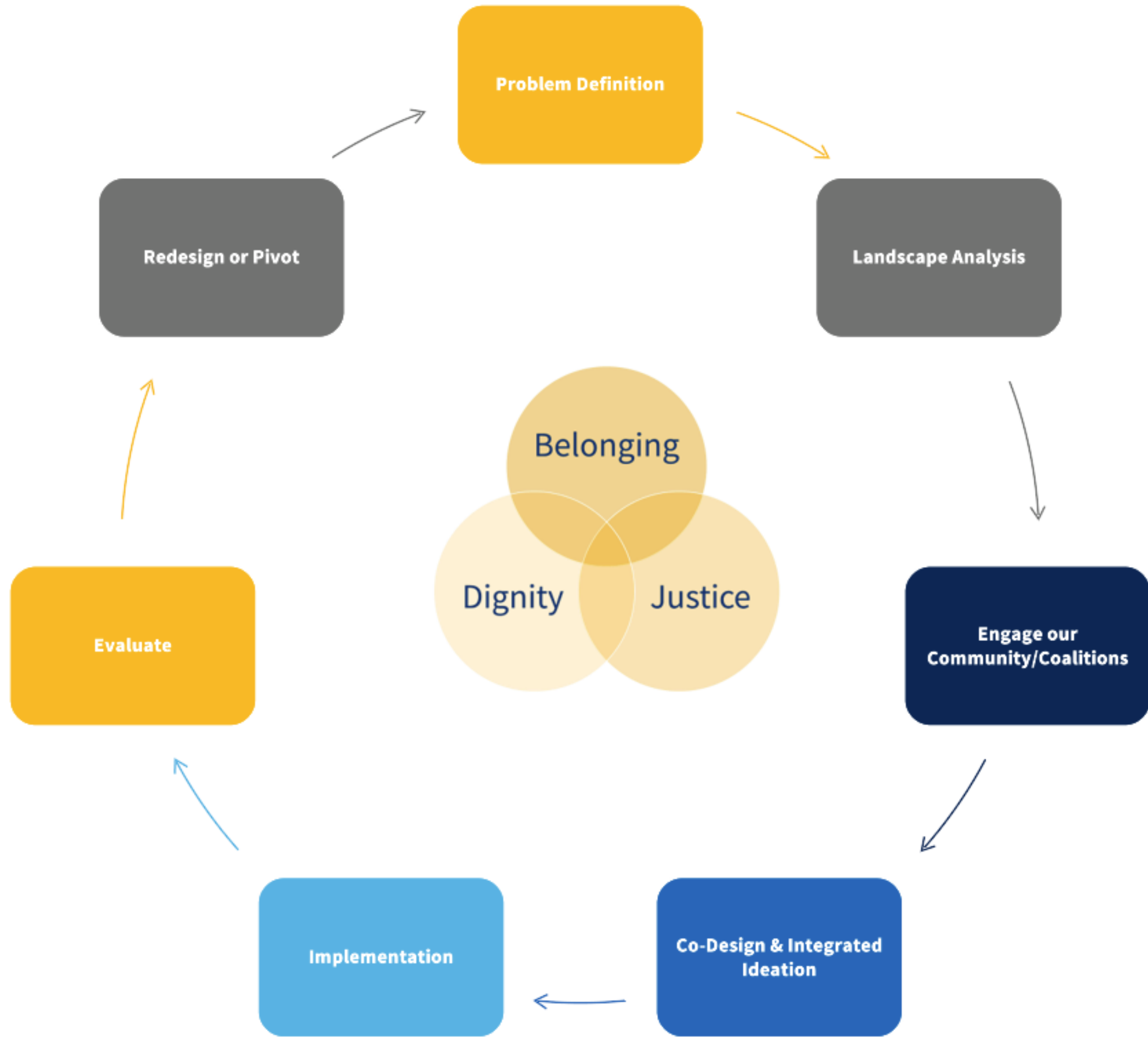
Vision 2030

- ✓ Equity in Success
- ✓ Equity in Access
- ✓ Equity in Support

The Work Ahead



Our Cycle of Innovation



Cultivating Belonging: Personal Commitment



Acknowledge and own our background and story.



Invest in your growth.



Nurture Relationships in service of your campus community.

2023-24 Statewide Professional Learning

- Equal Employment Opportunity Modules
- Empowering Classified Professionals and Faculty Through Equity Trainings
- Equity-Centered Counseling Foundational Module
- Role-Specific, Self-Paced Learning Modules for Classified Professionals working in Financial Aid, Basic Needs, and Strategic Enrollment Management (SEM)
- DEIA In Action Institute
- FACCC Great Teachers Seminar
- Leadership Institute for Tomorrow (LIFT) Institute and Webinars
- Empowering Middle Leaders through Leading from the Middle (LFM)
- Continued Support for systemwide transformation and leadership through Communities of Practice



Reflection Prompts

Call to Action!

- What is my personal why?
- What is my vision for the future?
- How will I bring people together to support our campus integrated planning framework?
- What is my (next) first step?



Thank you for your work!

Questions?



Dr. Daisy Gonzales, Deputy Chancellor

dgonzales@cccco.edu

BREAKOUT SESSIONS



SESSION 1 | 10:00 AM - 10:40 AM

SESSION 2 | 10:45 AM - 11:25 AM

BREAKOUT SESSION 1



DEI & Recruitment of
Employees

Francois Bereaud
Andrea Gonzales

Room L-309



Culturally Responsive
Programs & Servings

Ivan Valdovinos-Gutierrez
Anne Gloag

Room L-310



Professional Development
CREATE

Nessa Julian

Room L-302

10:00 AM - 10:40 AM

BREAKOUT SESSION 2



DEI & Recruitment of
Employees

Francois Bereaud
Andrea Gonzales

Room L-309



Culturally Responsive
Programs & Servingness

Ivan Valdovinos-Gutierrez
Anne Gloag

Room L-310



Culturally Responsive
Curriculum -Ethnic Studies

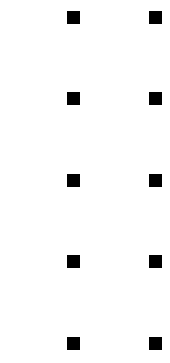
Judy Patacsil
Marcia Sawyer

Room L-302

10:45AM - 11:25 AM

LUNCH

11:30 - 12:15



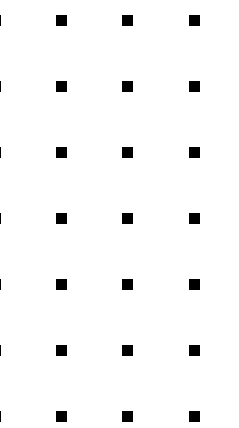
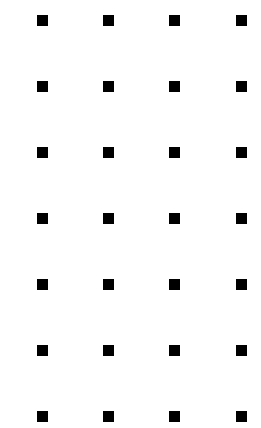
STUDENT PANEL



PANEL QUESTIONS

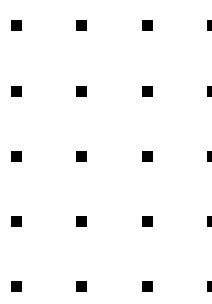


- Name, Major, Involvement on Campus
- What barriers do you experience as a student and how can we support you?
- What programs or services have contributed to your success at Miramar?
- Do you see yourself reflected on campus through your coursework, staffing, or events?
- What do you wish was more “visible” at Miramar?



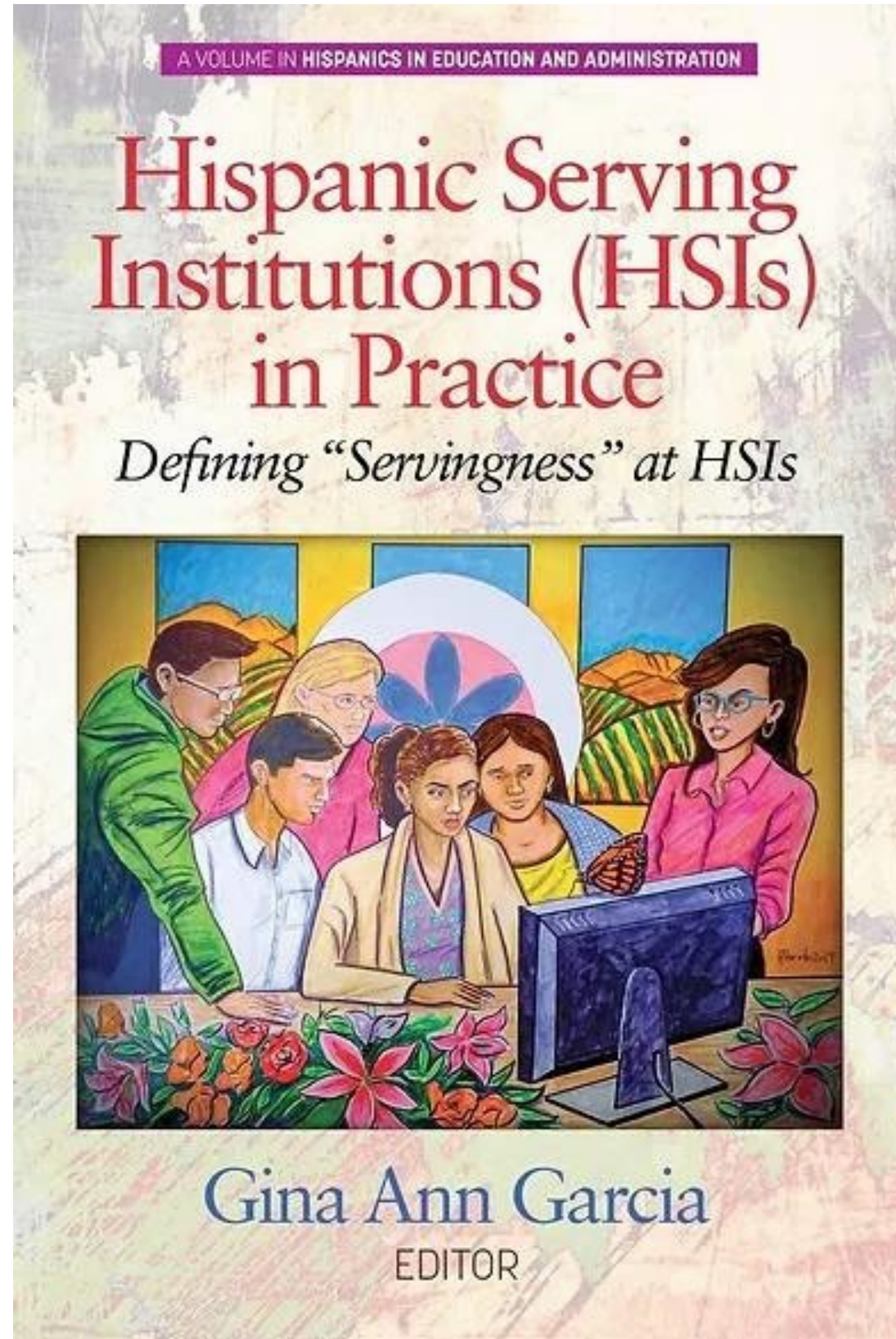
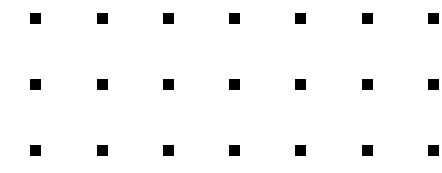


REFLECTIONS



- Keynote Address
- Breakout Sessions
 - DEI & Recruitment of Employees
 - Culturally Responsive Programs & Servicingness
 - Professional Development - CREATE
Culturally Responsive Educators Academy &
Training for Equity
 - Culturally Responsive Pedagogy
Ethnic Studies
- Student Panel

NEXT STEPS



Servingness CAMPUS READ

Why should I join?

In our efforts to be more intentional with our equity work, this book club will help you build a framework to cultivate community through servingness.

How do I sign up?

Complete interest form. Sign-up now and get a head start on the reading!

When do we start?

Book club chats will begin in Spring 2024.

When can I pick up my free book?

Limited quantities will be available at the Equity Summit. More copies will be available as a pre-read leading up to our Planning Summit 2024.

STEM exito | SAN DIEGO MIRAMAR COLLEGE | LEADING EQUITY, ANTI-RACISM & DIVERSITY (LEAD) | OFFICE OF INSTITUTIONAL EFFECTIVENESS



2024 Planning Summit

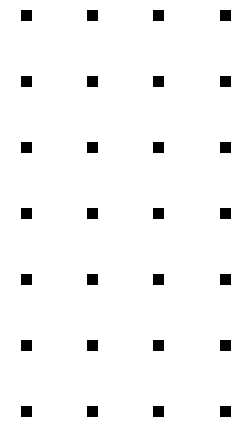


2024

PLANNING

SUMMIT

FRIDAY, MARCH 15TH




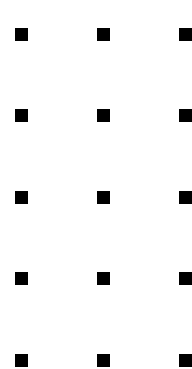
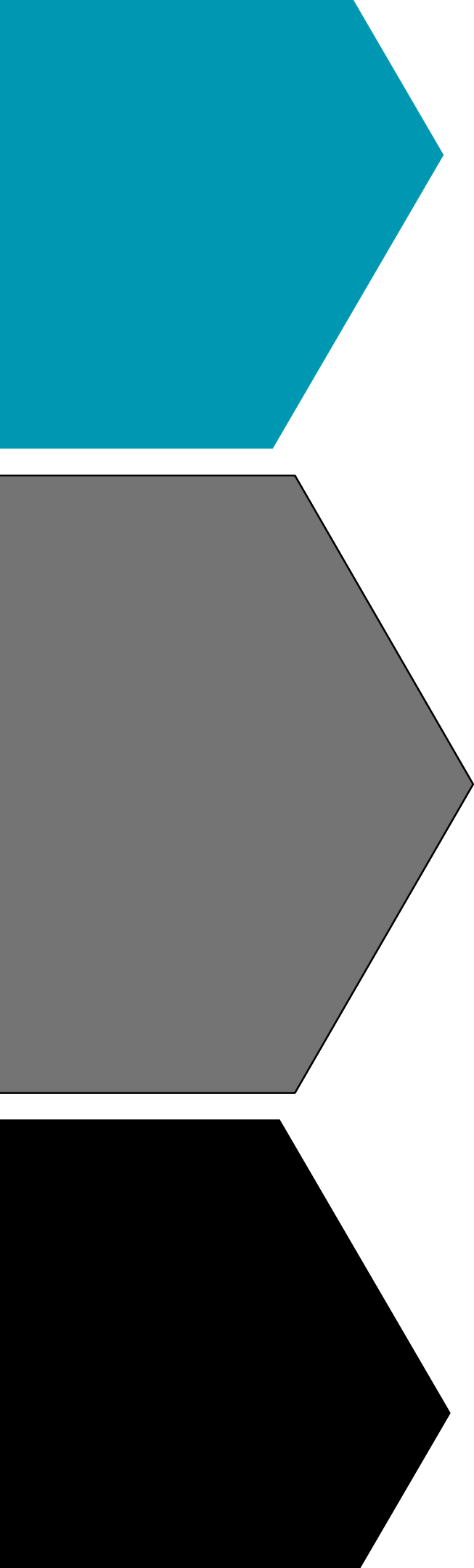
SERVINGNESS THROUGH ADVISORY GROUPS

Join an Advisory Group to discuss and develop strategies to support the following student groups!

- Black & African American
- Native American & Indigenous
- Latin.a.e.o.x
- Asian American, Native Hawaiian, Pacific Islander

Scan me





CULTURALLY
RESPONSIVE
EDUCATORS
ACADEMY &
TRAINING FOR
EQUITY

SEMESTER 1 AT-A-GLANCE



Understanding Outcomes
Using Course-Level Racially
Disaggregated Data



History and Present State of
Racial Oppression in
U.S. Higher Education



Awareness and
Self-Reflection on
Classroom Culture



Breaking Away from
Empty Vessel
Model of Teaching



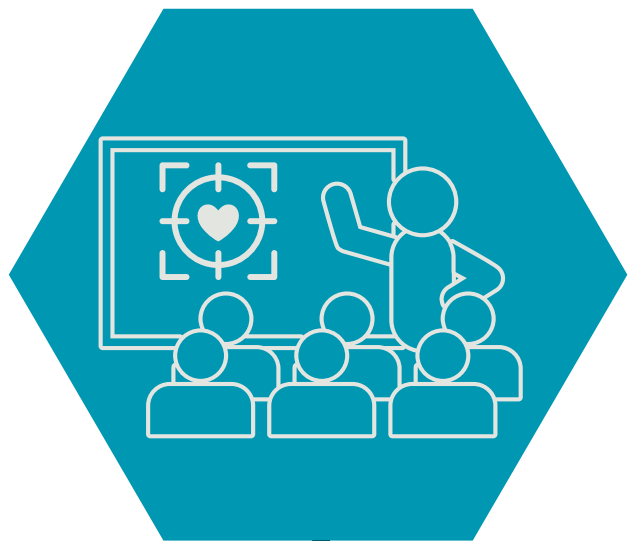
Humanizing Teaching
in the
21st Century



Shifting the
Power Dynamic
Within the Classroom



Community Cultural Wealth
(CCW) and Perceptions
of our Students' Assets



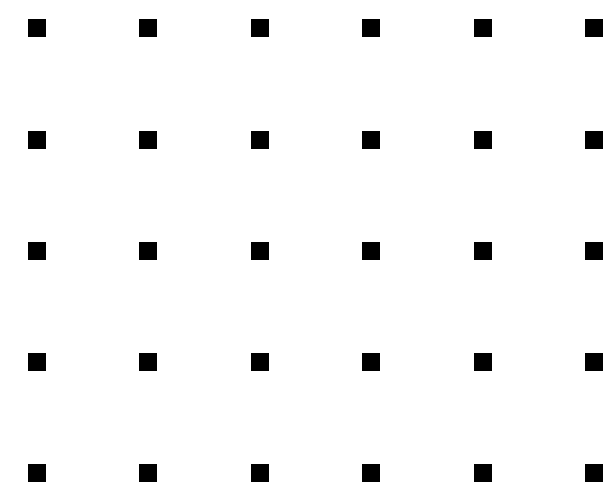
Identifying and
Incorporating CCW in
Teaching & Learning


DEI & Retention of Employees

Cultivating Community with Intention
What is the invisible?




- Employee Resource Groups
- Professional Development for all
- Gender Equity



**EQUITY
SUMMIT**

Dr. Constance Carroll
ANNUAL LECTURE SERIES



**THANK YOU
FOR JOINING US**

SAN DIEGO
MIRAMAR
COLLEGE

LEADING EQUITY,
ANTI-RACISM &
DIVERSITY (LEAD)

