



California Community Colleges

# Deconstructing Barriers to Equity and Inclusion Through Statewide Professional Development

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**Presented By:**

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# Our Time Together

- Advancing Vision 2030 through Expanded Investments in Equity and Empowering CCC Employees
- Statewide Professional Learning Opportunities
- Session Reflection

# Vision 2030 Framework

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## Vision 2030 3 Goals

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

## Vision 2030 6 Outcomes & Metrics

12 Actions within our  
**Three Strategic  
Directions**

# Equity in Success

Ensure the academic and career success of all Californians who are current and prospective California community college students.



Outcome 1: Completion Increase with equity, the number of California community college students who complete a meaningful educational outcome. Benchmark: By 2030, increase with equity the number of California community college students completing a certificate, associate degree or baccalaureate degree by 30%.



Outcome 2: Baccalaureate attainment Increase with equity, the number of California community college students attaining a baccalaureate degree.



Outcome 3: Workforce Outcome Increase with equity the number of California community college students who earn a living wage.

# Equity in Access

Broaden the opportunities for all Californians to participate in higher education by starting or continuing their higher education at a California community college.



## Outcome 4: Student Participation

Increase with equity the number of students attending a California community college, with particular emphasis on the number of underserved Californians.

# Equity in Support

Partner with other systems, agencies, institutions and community-based organizations to provide students the academic, financial and social supports necessary to thrive by taking education opportunities and the accompanying support to Californians.

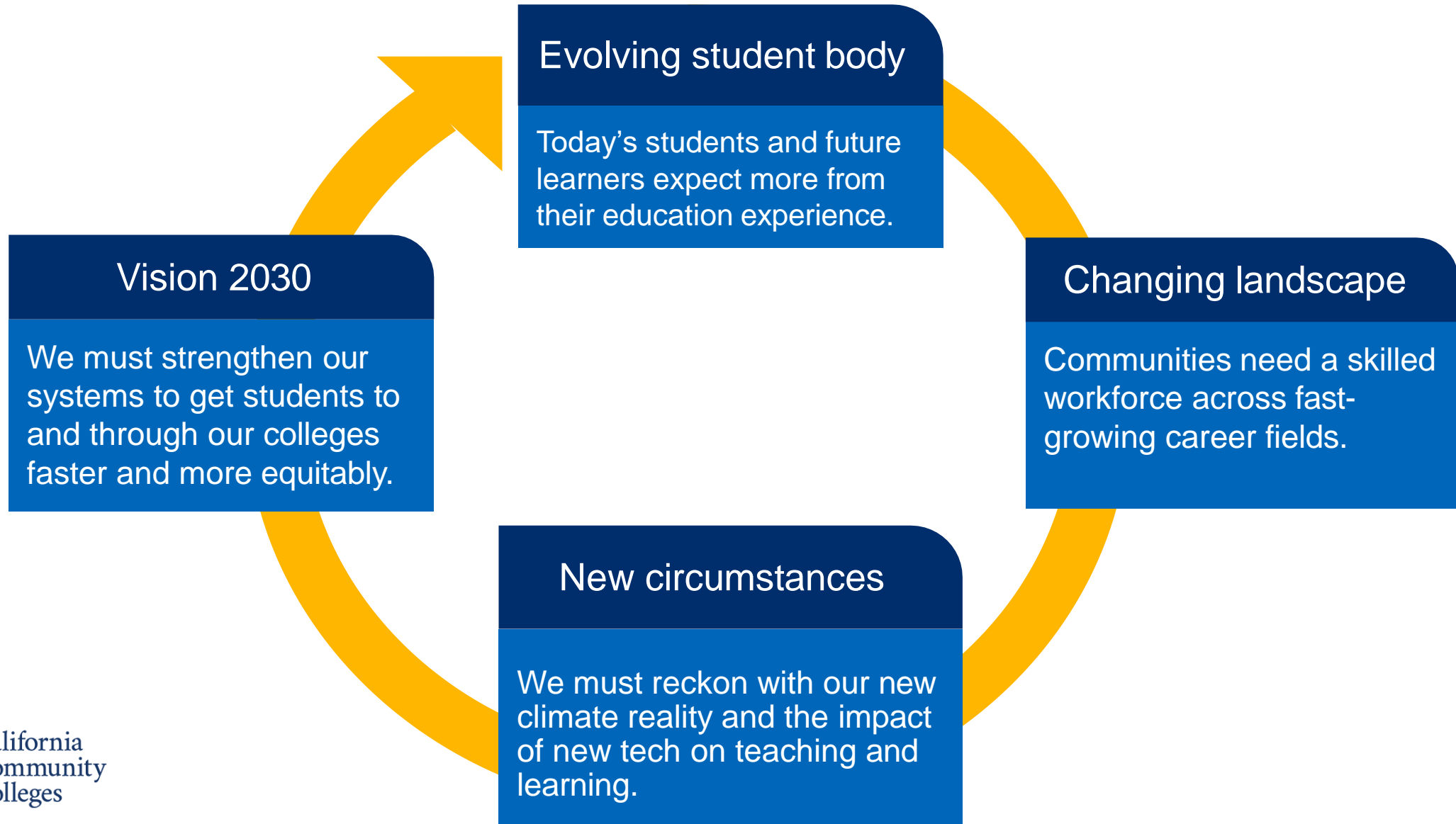


Outcome 5: Maximizing Financial Aid Increase with equity the number of California community college students receiving state and federal aid for which they are eligible to better support their educational journey.

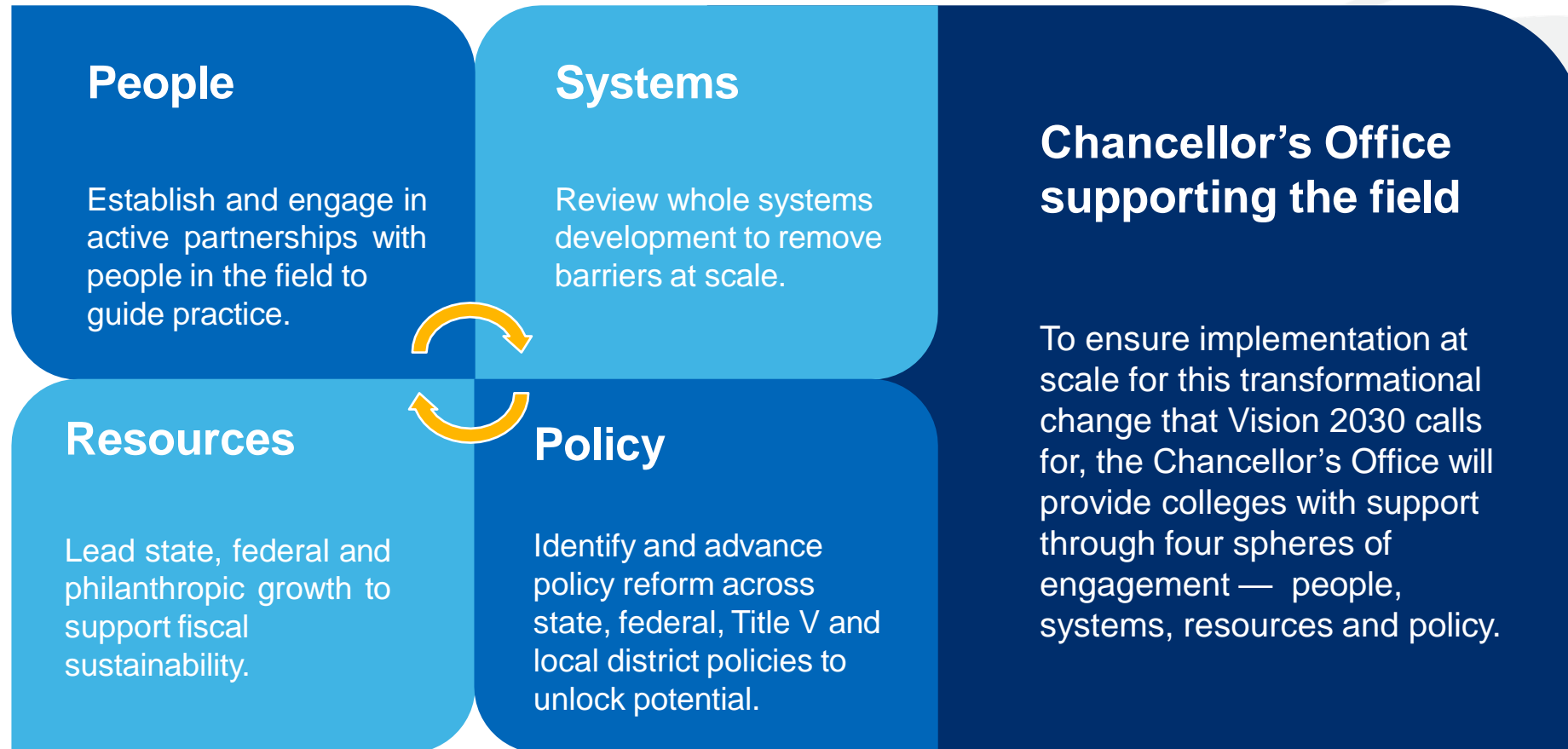


Outcome 6: Reduce Units to Completion Decrease with equity the number of units in excess of 60 units for the Associate Degree for Transfer (ADT).

# Meeting the Needs of Today and the Opportunities of Tomorrow



# How Will the Chancellor's Office Advance Our Work?





# Professional Development Framework in Action:

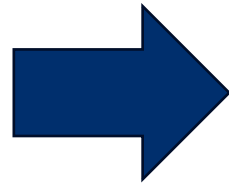
## A Multi-Methods Approach for Equity-Driven Change



# Professional Learning Opportunities

## 2022-23 ComPs

- Financial Aid and Basic Needs
- ACUE Online Learning Micro-Credential Courses
- Equitable Placement and Completion
- Credit for Prior Learning
- Dual Enrollment
- Strategic Enrollment Management (SEM)



## 2023-24 ComPs

- Financial Aid and Basic Needs
- ACUE Online Learning Micro-Credential Courses
- Equitable Placement and Completion (Counseling Focus)
- Strategic Enrollment Management (SEM)

# 2022-23 Professional Learning: Leadership Development and Career Advancement

- Equal Employment Opportunity
- Leadership Institute for Tomorrow (LIFT) Institute and Webinars for Classified Professionals
- Culturally Responsive Pedagogy and Practices Grants
- Supporting Systemwide Transformation and Leadership

# Partnerships Anchored in Equity and Innovation: Aligning, Communicating and Advancing Chancellor's Office (CO) Priorities through ComPs

- Basic Needs & Financial Aid
- Equitable Placement, Support & Completion
- Strategic Enrollment Management
- Online Learning



# Partnerships Anchored in Equity and Innovation: Transforming Mindsets, Systems, & Structures Through Leadership Development & Career Advancement

- Advancing Leadership Institute for Instructional VPs in Equitable Education (ALIVE)
- Aspiring Radical Leaders Institute
- Pipelines to Possibilities
- The Wheelhouse Institute on Leadership Fellows Program
- Women's Equity Empowerment Program
- Leadership Institute For Tomorrow (“LIFT”) Institute



# 2023-24 Professional Learning: Leadership Development and Career Advancement

- Equal Employment Opportunity
- Empowering Classified Professionals and Faculty Through Equity
- 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
- Empowering Middle Leaders through Leading from the Middle (LFM)
- Continued Support for systemwide transformation and leadership

# Session Reflection

How can the Chancellor's Office partner with 4CSD to ensure statewide PD opportunities are reaching the intended audience?

## Planning

- Periodic consultation & coordination with stakeholders
- Participation in the stakeholder professional convenings
- Periodic PD needs assessment surveys

## Research & Evaluation

- Internal evaluation of IEPI sponsored PD
- Periodic review of survey data & scholarship on workforce needs, interests and expectations

## Reporting & Programming

- Design, execution and evaluation of PD informed by feedback from students, the Field & aligned with CO priorities
- Annual State of PD Report for IEPI sponsored PD activities



# Questions and Answer (Q&A)



Join the IEPI Listserv!!!



# New Professional Development

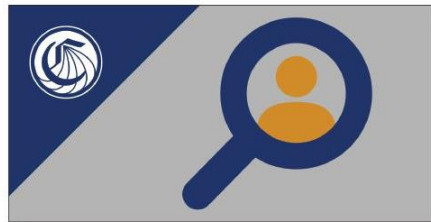
## How to Find This Training

1 Log into the Vision Resource Center



[vrc.cccco.edu](http://vrc.cccco.edu)

2 Search: CCC | Equitable Hiring Practices Curriculum



# CCC | Equitable Hiring Practices Curriculum

Introducing the new CCC | Equitable Hiring Practices Curriculum built specifically for the California Community Colleges.

This curriculum showcases how equitable hiring supports student success and how every stage in the hiring process is an opportunity to increase the diversity of faculty, staff and administrators.



Divided into three stages, pre-hiring, hiring and post-hiring, the EEO Hiring Curriculum reviews equitable hiring practices designed to increase the diversity of professionals across the campus.

# New Professional Development

## How to Find This Training

1 Log into the Vision Resource Center



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2 Search: CCC | Equity-Centered Counseling Foundations



# CCC | Equity-Centered Counseling Foundations

Equity-centered counseling is critical to student success. By focusing on the core skills necessary for effective counseling, we can create an including and supportive environment for all students.



Equity-Centered Counseling Foundations, covers the fundamentals of equity-centered counseling, including recognizing

and working against implicit bias; developing cultural humility; practicing soft skills to improve your interactions with students as well as colleagues; recognizing and working against countertransference; and developing practices of self-care.



# California Community Colleges

Thank you!

[www.cccco.edu](http://www.cccco.edu)