

Collaborative Partner: Fresno City College & Central Valley Higher Education Consortium

Project #17: Overarching Race Equity Inclusion

Pathway(s): Key Element: Race Equity Inclusion & Outreach and Support Systems

Project Summary

Fresno City College and CVHEC with the Collaborative partners will be executing their proposal (attached) to support racial equity and outreach for educators throughout the region. In the Central Valley Region, outcomes for individuals of color are challenging. For example, unemployment rates are 2.5 times higher for Black/ African Americans, while poverty rates are 3xs higher for Black/African Americans compared to their White counterparts. The region also ranks last (59th/59) on racial and economic inclusion when compared to other large urban areas.¹ The proposed project will focus on equitable educational outcomes for students of color. With most educational institutions being HispanicServing Institutions in our Central Valley, it is incredibly important for racial equity to be a priority so we can ensure the success of our students. In the Central Valley, and throughout the nation, students of color are not completing their educational goals at the same rates as their White peer counterparts. Therefore, the work from this proposal will focus exclusively on closing equity gaps for students of color and more specifically, Black and African American, Latinx, Native American and Southeast Asian students.

1 Retrieved from www.FresnoDrive.org

CVHEC, in collaboration with FCC, will use this proposal to bring educators together from across the K-16 pipeline to work on closing educational equity gaps for students of color in the region. CVHEC Equity, Race, and Social Justice Ad Hoc Committee

The CVHEC Equity, Race, and Social Justice Ad Hoc Committee has been established with intersegmental representation including Clovis Community College, Fresno City College, Reedley College, Fresno Pacific University, Fresno State University, CSU Stanislaus, UC Merced, Foundation of California Community Colleges (Guided Pathways) and K-16 Collaborative. The ad hoc committee has divided its work into three workgroups: (1) Regional Scan Workgroup, (2) Equitable Recovery Workgroup, (3) Framework and Integration Workgroup. Integral to this work will be a collection of pertinent data to drive the findings.

As the regional convener, CVHEC will convene and manage the work of the ad hoc committee, but also recognizes the effort is a heavy lift for the region and anticipates outcomes to be

presented at the CVHEC Regional Equity Summit as part of the CVHEC Higher Education Spring 2021 Summit Series.

The purpose of the Regional Scan Workgroup is to identify best practices and barriers currently occurring in the Central Valley around Equity, Race, and Social Justice in Higher Education. An expected outcome of this workgroup is to design and implement a regional scan tool (i.e., survey) for the region. The proposed budget of \$12,000 includes stipends for a committee of four to develop and validate the survey/inventory. An additional \$ 5,000 stipend will be earmarked for the lead individual to coordinate the administration of the survey/inventory in the region.

The purpose of the Framework and Integration Workgroup is to develop a Central Valley Equity Statement and Operational Definition of Equity in Higher Education and the pursuit of a regional framework for addressing equity, racial, and social justice. The proposed budget of \$12,000 includes stipends for a committee of four to develop draft statements of an equity statement and framework for consideration.

The purpose of the Equitable Recovery Workgroup will be to explore the question, What does Higher Education in the Central Valley look as we move out of 2020? This effort will focus on equity and equitable outcomes for Central Valley students and the implementation of new policies and practices for this purpose. An expected outcome will be to collect and disaggregate regional data (and creation of data visualizations) to help highlight current gaps and needs in our combined systems. (who did we lose during the pandemic ... and how do we get them back?)

As part of the CVHEC Regional Data Dashboard, institutional research directors will contribute to the development of regional data visualizations to inform on the impact of policies and practices on the student success rate for students of color in the region. The proposed budget of 5,000 will fund two IR directors to oversee the data project. This project will support all three workgroups.

The culminating work of the above workgroups will inform the Regional Planning Committee development of the CVHEC Regional Equity, Race and Social Justice Summit as part of the CVHEC Higher Education Spring 2021 Summit Series. A proposed budget of \$25,000 will cover costs for Keynote / External experts speaking fees, branding/marketing costs and any virtual costs for backend delivery. A \$6,000 stipend will be available for co-chairs to lead the planning.

As the regional convener, CVHEC will manage the above at a cost of \$20,000.

Timeline:

The work of the CVHEC Equity, Race, and Social Justice Ad Hoc Committee will begin December 2020 and will culminate with the Equity, Race, and Social Justice Summit in the Spring of 2021, tentatively scheduled May 2021.

Project Progress Report

Fresno City College

Over the past few months, we primarily have been focusing on planning and coordinating the WarriorHealer-Builder (WHB) and Challenger-Healer-Creator (CHC) workshops. More specifically, Dr. Ray Ramírez, Dr. Robert Pimentel, and President Carole Goldsmith worked collaboratively with Angie Barfield (Fresno County Office of Education) Lindsay Callahan (United Way Fresno) on securing a contract with Wekesa Madzimoyo, Executive Director of the AYA, as well as the design and implementation of the WHB and CHC workshops. Though, this undertaking we have been organizing is much more than a series of workshops. For example, the WHB workshops, seminars, toolsets create and are explored in a racially and culturally “safe-place” for people of African descent and who identify as racially and ethnically Black. The WHB journey, is a mindset, and a skill set are critical for participants who wish working within the community and from a position of power and seek to develop healthy living and working environments. As important as the characteristics of the WHB and CHC are, what is equally important is being intentionally and inclusive with who is included in these “Warrior, Healer, Builder and Challenging, Healing, Creating” reflective and restorative learning experiences. For these reasons, we have worked earnestly to ensure that that Black and African American educators and community members across our K-16 systems are included, welcomed, and invited to engage in the WHB. In a similar way, we have been just as thoughtful in the planning of the of the accompanying ally workshop, CHC. While we are still working on the dates for the CHC, the WHB workshops are schedule Monday, April 19 Wednesday, April 21 and Friday, April 23 from 3:00–7:00pm.

Although most of our efforts have been devoted to the planning, coordinating and implantation of the WHB and CHC, we have made some progress with the Center for Organizational Responsibility and Advancement (CORA) online training certificate programs for Clovis Community College, Madera Community College, and Reedley College (Fresno City College has an existing contract with CORA).

We have solicited quotes for the Unconscious Bias, Racial Microaggression, Teaching Men of Color in the Community College, Supporting Men of Color programs for State Center Community College District and the amount is commensurate with the budget projection that was originally submitted as part of this grant. We expect to secure a contract with CORA for the Clovis Community College, Madera Community College, and Reedley College beginning July 1, 2021, and also offer the Teaching Boys and Young Men of Color online training certificate program to FUSD.

CVHEC

The Central Valley Higher Education Consortium has launched its Equity, Race, and Social Justice Taskforce which includes a three-pronged strategy to assess and recommend action for the region by analyzing data and collecting data specifically focused on the Central Valley. Findings and recommendations will be presented as part of the CVHEC Higher Education Fall 2021 Summit Series. The Equity, Race and Social Justice Taskforce was convened in response to the social unrest of the Summer 2020 and the impacts of the pandemic. For too many students, the pandemic exacerbated already existing problems. The taskforce is seeking to rebuild and improve higher education outcomes for the Central Valley region.

The 17-member task force consists of representation from Clovis Community College; Fresno City College; Reedley College; Fresno Pacific University; Fresno State; California State University, Stanislaus; University of California Merced; Foundation of California Community

Colleges (Guided Pathways); and K-16 Collaborative. Members also represent faculty, equity and institutional research leaders.

The taskforce includes three workgroups: The Regional Scan Workgroup, the Equitable Recovery Workgroup and the Framework and Integration Workgroup. The charge of the three subgroups:

- The Regional Scan Workgroup will identify best practices and barriers currently occurring in the Central Valley around Equity, Race, and Social Justice in Higher Education. An expected outcome of this workgroup is to design and implement a regional scan tool (i.e., survey) for the region.
- The Framework and Integration Workgroup will develop a Central Valley Equity Statement and Operational Definition of Equity in Higher Education and the pursuit of a regional framework for addressing equity, racial and social justice.

The Equitable Recovery Workgroup will explore the question, “Which students were pushed out during the pandemic and how do we bring them back?” This effort will focus on equity and equitable outcomes for Central Valley students and the implementation of new policies and practices for this purpose. An expected outcome will be to collect and disaggregate regional data to highlight current gaps and needs in our combined systems.