

# MSJC Call to Action

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Radical Reduction of Opportunity Gaps  
for our African American and Black Students

Are We Ready?

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# How We are Failing our African American & Black Students

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- Course Success
- Persistence
- Graduation (Degree/Certificate)
- Transfer
- 90.4% of Full-time faculty have more than -3% gap in African American success rates compared to white students

We have an  
Institutional Problem

“Do the best you can until  
you know better. Then  
when you know better, do  
better.”

Maya Angelou



# Immediate Equity Actions

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- Action 2009 Centering the 21st Century - 1.2 (S3.5 (6.9a)8i)f.5 (6.90.002 TwR)18r7.9 (r)36 ( )Jt.7 ( )2.93.5 (6.9a)34id

# Centering the Voices of our African American and Black Leaders, Professionals, and Students

- Develop a Presidential Advisory Council
- President's Leadership Academy – Involvement/Participation of African American and Black Professionals
- Creation of Faculty and Staff Alliances specific to highest priority students (ex: Ujima/Sankofa/ Presidential Advisory Council)
- Ongoing Townhalls focused on Racial Equity (Staff and Students)
- African American and Black Professionals Leading Academy Sessions
- Staff and Student Testimonies (Virtual Boards, Videos, Social Media...etc.)
- Creation of Campus Safety/RSO Advisory Task Force
- Engagement and Equity Leadership in the Communities Served by MSJC
  - Community advisory
  - k-12 Summit
  - Family Engagement



- Contextualizing Course Offerings focused on African American/Black Perspectives
- Targeted Focus Groups with African American/Black Students
- First Year Experience Integration/Focus with African American/Black Students
- UMOJA/A2Mend/QWEENS Club
- Identifying courses/pathways that emphasize identify development (Social/Racial Justice)
- Outreach/Connection/Coordination with K-12 – targeting specifically African American/Black students
- Review existing Guided Pathways structures with an African American/Black

# Equity Guided Pathways focused on African American and Black Students

# Reduction of Opportunity Gaps

- Dissemination of Strategic Equity Plan Draft
- Finalize approval of Strategic Equity Plan
- Implementation of Equity Plan Goals/Activities
- Integration of Equity/Diversity Plan in Program Review/Unit Plans/Division Plans
- Incorporation of Equity in all Planning and Resource Allocation Structures
  - Scholarship Funding Opportunities for Black/African American Students
  - Resource Allocation Proposals (RAPs)
  - Prioritization Allocation Requests (PARs)
  - SEA Allocations /Re-Allocations
  - Categorical Funding – Equity Considerations and Planning (Career Education and other categorical funds)

# Mandatory Professional Development & Learning

- Academy (Strands focused on African American and Black Students)
- All College Convocation including all constituent groups (Faculty/Associate Faculty/Classified Professionals/Administrators/and Student Leaders – SGA, UMOJA, A2Mend, etc.)
- Equity Series (expand to anti-

# Faculty/Staff Representation and Diversification

- Recruitment Strategies and Hiring Practices to support successful recruitment, retention, and development of African American and Black Professionals – Teaching/Non Teaching Counselors, and Professional Experts - Mental Health Professionals )
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# Academic & Student Support Practices and Services

- Faculty – Student Success Data Focus
- Formalize Plan for Addressing Faculty Data
  - Department Chair Training
  - Faculty Training
- Review Institutional Data specific to opportunity gaps
  - Student Services, Counseling, Academic Support, Library, Learning Resource Center, etc.
- Classroom Management Review and Training – improve restorative justice elements in the classroom
- Curricular Design
  - Subject matter
  - Content and Visual representation
- Technical Reviewer Training Focused on Equity
- Incorporate social justice, historical injustices, and classes that offer insight about all systemic and systematic racism into guided pathways and discourage cancellations of these courses if they are low enrolled.
- Audit student onboarding processes and practices
- OER – support curricular design/subject matter/representation
- Academic support messaging – communication to students
- Support (online and face-to-face) Mental Health Services and Support for our Black and African American students (Equity modules integrated in professional training)
- Create opportunities for targeted counseling staff/support for African American and Black student cohort
- Intentional academic and counseling support – making support authentic, proactive, and unavoidable
  - Shifting support services from passive to intentional
  - Support messaging/marketing that is encouraging
  - Student affirming marketing
  - Benefits of the features of LRC (Not just the what – but the why and how)

# Institutional Policy and Administrative Procedure Audit and Revision

- Development of a Board Policy/Administrative Procedure on Anti-racism and Supporting Black and African American Students
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# Creating Community and Belonging

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# Next Steps

- All College Convocation – Call to Action Presentation
  - Equity Conversations/Breakouts
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# Call to Action Contributors

# Presidential Advisory Council

- Joyce Johnson
- Daryl Wilkes
- Dr. Marilyn Harvey
- Dr. Pamela Wright
- Von Lawson
- Dolores Smith
- Darnell Bing
- Eric Walker
- Kevin Baker
- Alexia Smith
- Dr. Arnita Porter
- Heather Jones
- Rebecca Teague
- Brandon Moore
- Karin Marriott

# MSJC – USC Equity Alliance Team

- Ryan Sullivan
- Leticia Luna-Sims
- John Torres
- Roy Ramon
- Dr. Addison Palacios
- Darnell Bing
- Jill Lanphere
- Jacqua Morrison
- Nicole Pina
- Karla Withrow
- Dr. Roger Schultz
- Dr. Jeremy Brown
- Dr. John Colson
- Joyce Johnson
- Rebecca Teague
- Dr. Alma Ramirez
- Dr. Pamela Wright
- Von Lawson
- Kevin Baker