



Welcome to the DEIA Lunch

Tuesday, April 30, 2024

- **01 Welcome**
- **02 Presentations**
- **03 Activity / Break**
- **04 Panel Discussion**

Agenda

The goal of today's event is to highlight the diversity at Allan Hancock College and provide insights to the ways we can contribute to a more inclusive campus culture.

Mission & Values

Allan Hancock College fosters an educational culture that values *equity* and *diversity* and engages students in an *inclusive* learning environment. We offer pathways that encourage our student population to achieve personal, career, and academic goals through coursework leading to skills building, certificates, associate degrees, and transfer.

Student Success ● Equity ● Academic Freedom ● Diversity ● Innovation ● Mutual Respect

Inclusivity ● Collaboration ● Lifelong Learning ● Excellence ● Shared Governance



WELCOME
KEVIN G. WALTHERS, PH.D

Changing the Odds at Allan Hancock College!





DEIA / EEO Committee

12:50–1:50PM Campus Initiatives & Equity Work

A blue-tinted photograph of a modern university building with a courtyard and trees. The building features multiple levels, balconies, and large windows. The courtyard in the foreground is paved and contains some outdoor seating. The sky is overcast with soft clouds.

ZTC and OER

Presented by: Liz West & Susie Kopecky

What is OER?



Open Educational Resources

are high-quality teaching, learning, and research resources that reside in the public domain or have been released under an intellectual property license. Permitting their free use and repurposing by others and may include other resources that are legally available and free of cost to students.

Including:

- Textbooks
- Course packs
- Quizzes
- Streaming videos
- Course readings / articles / journals / packs
- Virtually any other material used for educational purposes

What is ZTC?

Zero Textbook Cost



S.B. 1359 states ZTC course materials

may include open educational resources, institutionally licensed campus library materials that all students enrolled in the course have access to use, and other properly licensed and adopted materials.

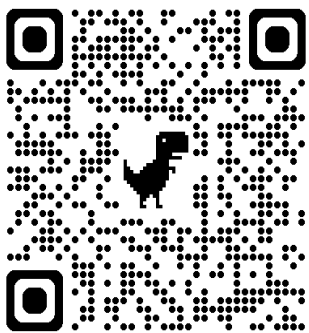


Where to find OER?

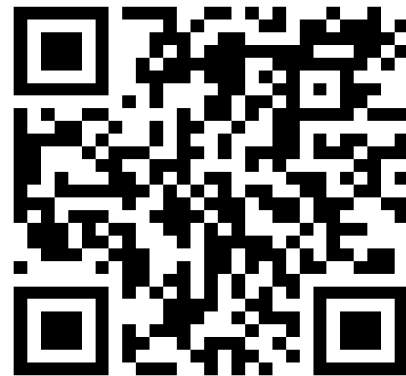
Look for the CC symbol

Links we love:

[OER by Discipline Page](#)



[AHC Library Lib Guide](#)





Culturally Responsive Curriculum

Presented by: LeeAnne McNulty & Rick Rantz

Critical Issue 1: Student Success Gaps

Students enrolled in these sections = **15,415**

Average success rate (all groups) = **60%**

Average success rate (Hispanics) = **47.8%**

Critical Issue 2: Student Retention Gaps

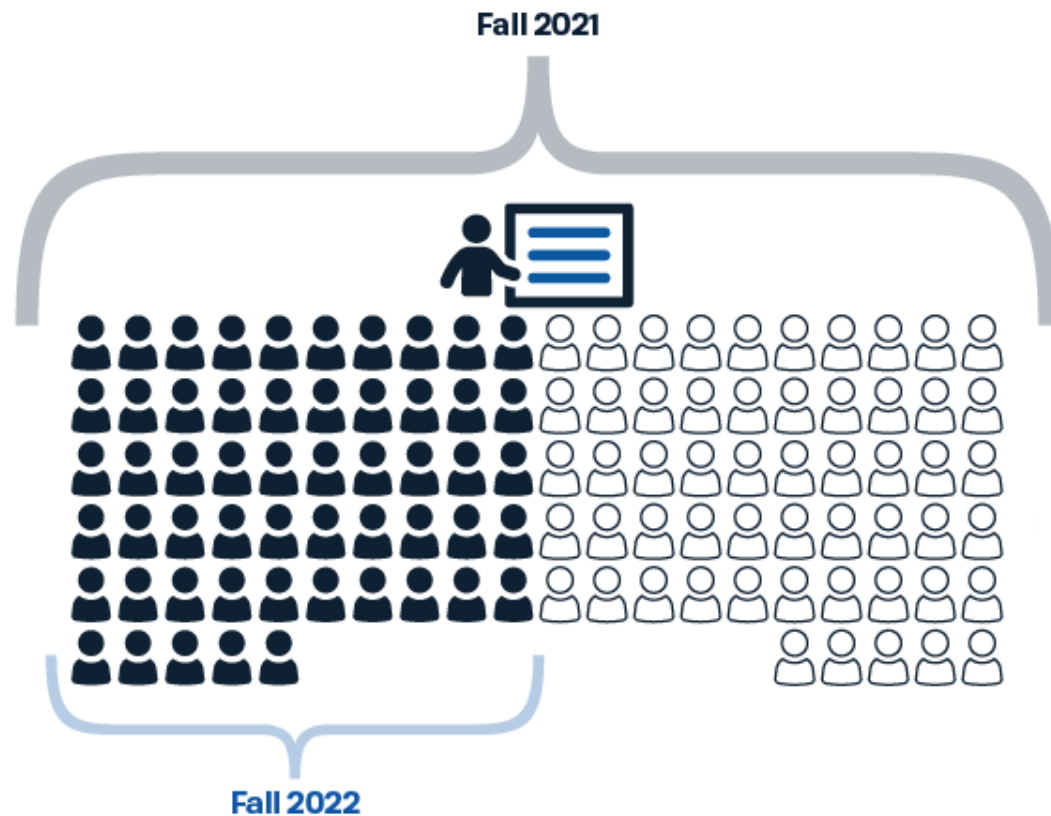
Students enrolled in these sections = **8,437**

Average retention rate (all groups) = **75%**

Average retention rate (Hispanics) = **68.5%**

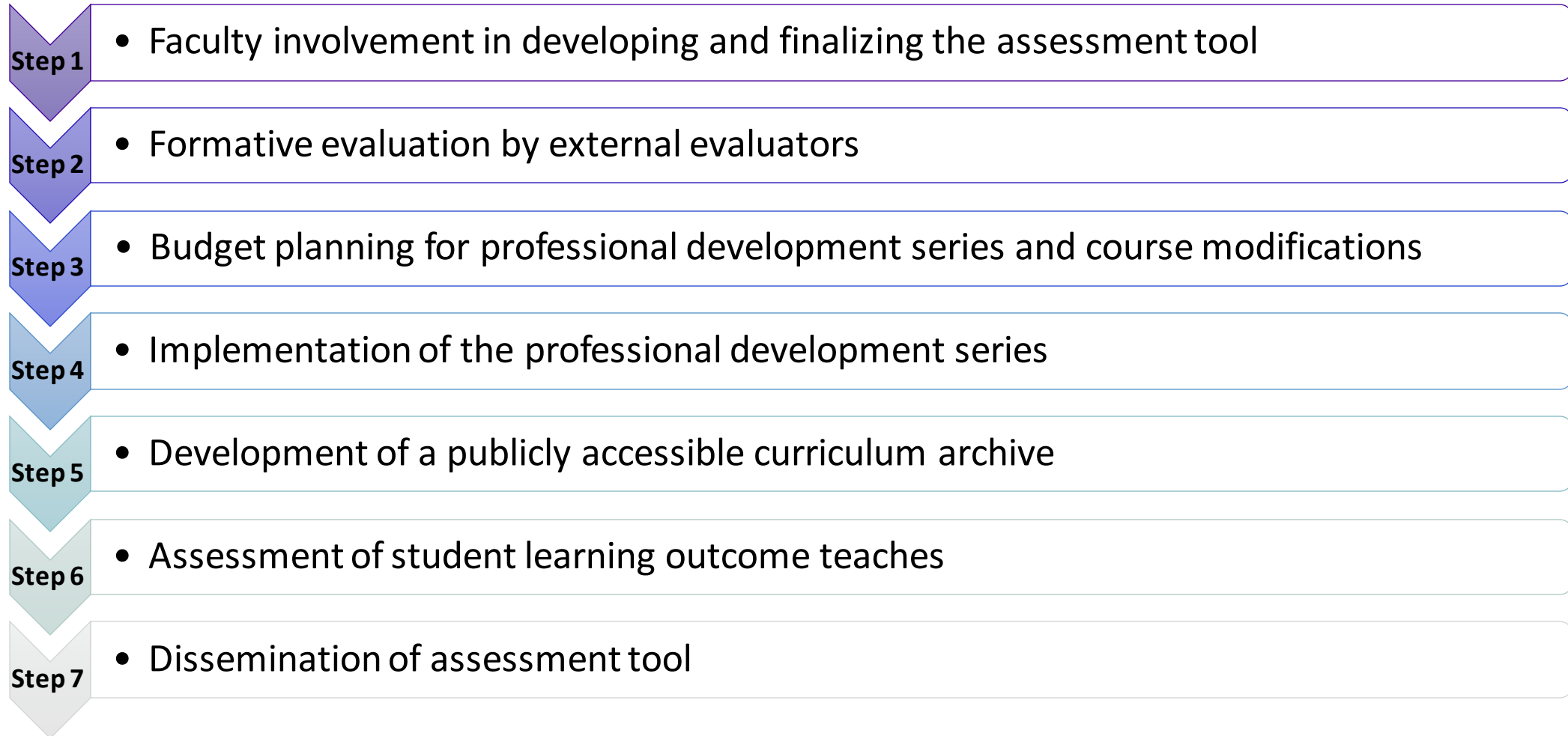
Critical Issue 3: Student Persistence

From fall 2021 to fall 2022, **50%** of first-time college enrollees (1,097) were lost. Student persistence among Hispanics is less than 50%.



Student enrollment
experienced a
50%
reduction

Addressing the Issues



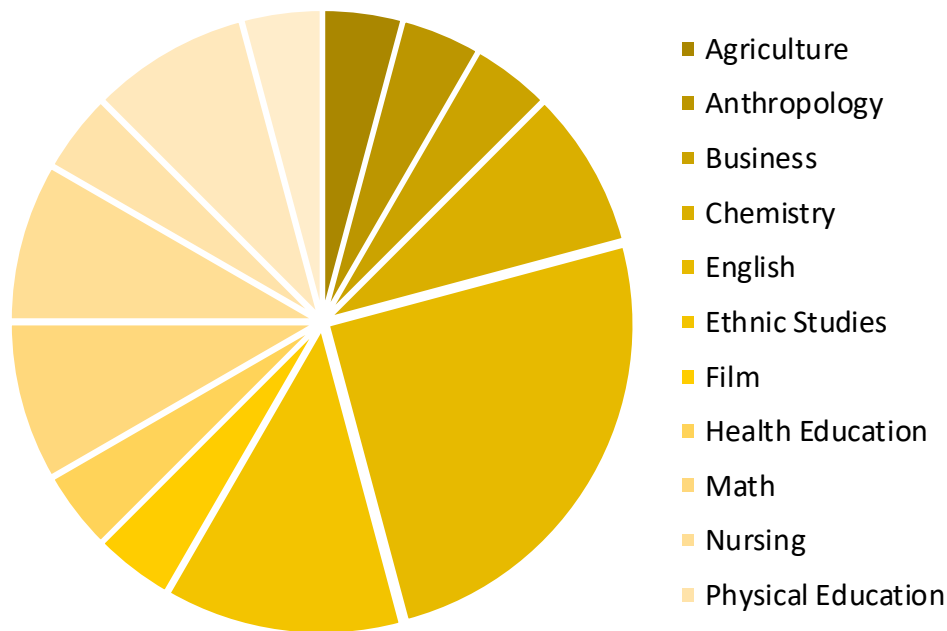


**“We teach what
we value.”**

Ladson-Billings, 2017

Examples of Faculty Modifications

Submitted Curriculum Modifications



- Embedded women and minoritized populations into activities, syllabi, and slides
- Highlighted historical contributions of diverse individuals
- Developed tangible hands-on learning activities
- Focused on multiple perspectives of history as viewed by minoritized groups and women

Participant Outcomes

For faculty & staff

Since Spring 2021...

112 individuals trained

18 across academic disciplines

32 courses modified & growing

For students

In Fall 2023...

1,683 enrolled in modified courses

5,298 enrolled in courses taught by faculty who completed professional development series

Faculty achieving *measurable differences* in student retention, success, and GPA after one semester.

Data showed after implementing course modifications individual faculty increased

Success by **69%**

Retention by **62%**

Student GPAs by **62%**

Lessons Learned

Culturally responsive curriculum positively impacts diverse and minoritized students

- **Faculty and Student Input**
- **Supporting Faculty**
- **Financial Resources**
 - Professional Development Series (6 hours)
 - Course modifications (40 hrs for each course modified)
- **Flexible Delivery**
- **Dissemination and Replicability**
- **Improvement**



CHANGING THE ODDS
Culturally Responsive Curriculum
ALLAN HANCOCK COLLEGE
CATEGORY: INSTRUCTIONAL PROGRAMS AND SERVICES

Assessment Tool



Bellwether Virtual Binder



Equal Employment Opportunity Plan

Presented by: Ruben Ramirez



What is Equal Employment Opportunity?



Title VII of the Civil Rights Act of 1964 (Title VII)
The Pregnancy Discrimination Act
Equal Pay Act 1963/2019
Age Discrimination in Employment Act (ADEA)
Americans with Disabilities Act (ADA)
Civil Rights Act of 1991
Rehabilitation Act of 1973
Genetic Information Nondiscrimination Act (GINA)



Fair Employment and Housing Act (FEHA)
CA Code of Regulations 5 CCR § 53000 et. seq.
CA Education Code 87100 et. seq.

True or False: EEO laws require employers to ask the same interview questions of each candidate as well as monitor the duration of the interviews?

True or False: In the California community college system, race and gender can be considered in hiring decisions.

What is the District's Equal Employment Opportunity Plan?

The District EEO Plan

The district's EEO Plan is a comprehensive document that provides longitudinal applicant data analyses, policies, practices, procedures, and institutional and goals related to diversity and equal employment at Hancock College.

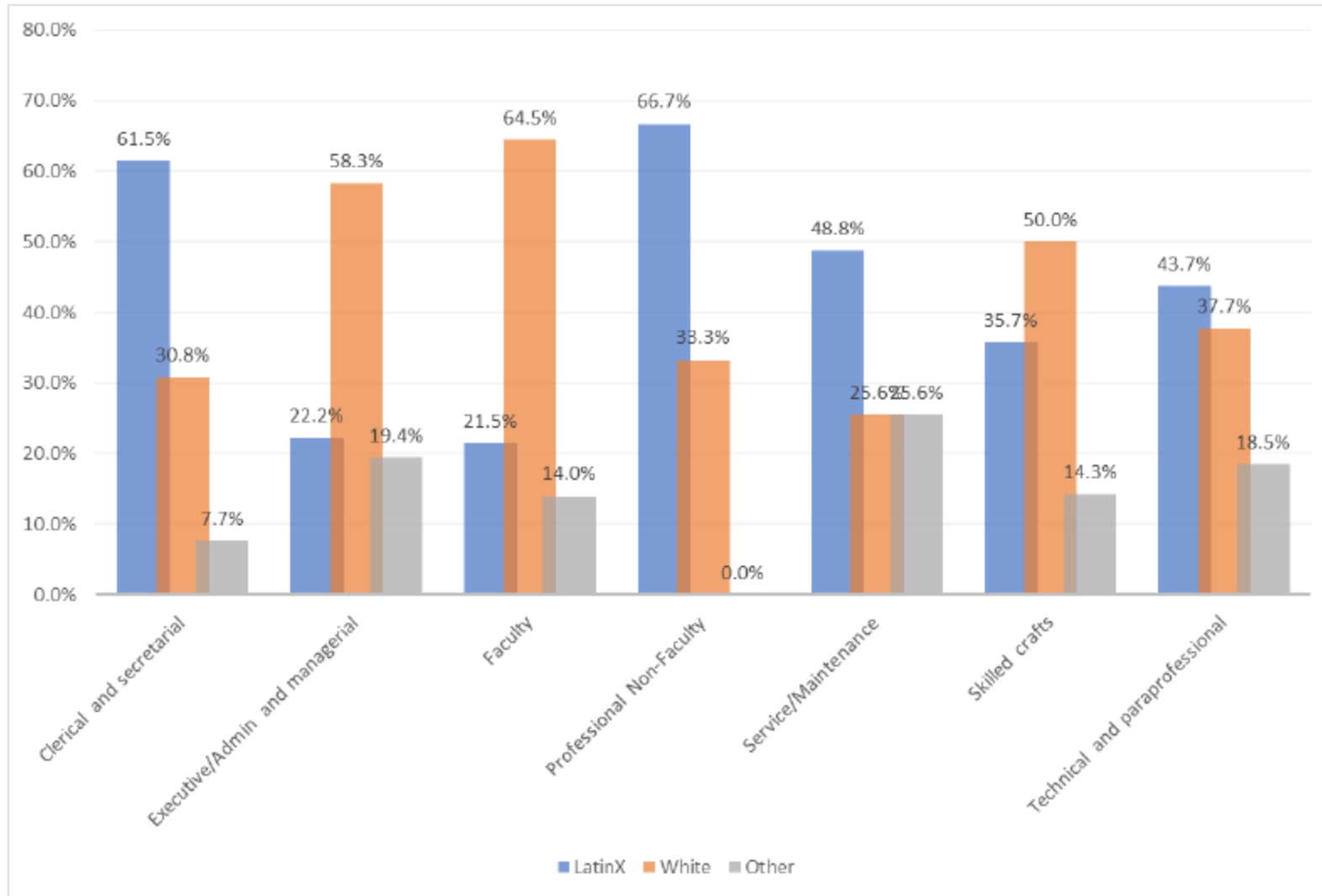
- A three-year plan that is reviewed and board approved annually.
- Thoroughly covers the district's responsibilities under Title 5.
- Provides a roadmap for future DEIA efforts in hiring.
- Requires monitoring the recruitment process for adverse impact.
- Recent changes to Title 5 require greater oversight from the Chancellor's Office on individual plans.
- The DEIA/EEO committee are the stewards of the plan.



The 2023-2026 Plan

The District received proposed revisions from the Chancellor's Office to our 23-26 plan on March 18, 2024.

- Revisions are to be adopted prior to Board approval this summer.
- Revisions are going through shared governance process for input and analysis.
- Final version to be sent to the Chancellor's Office.



Plan Highlight

Apps are Up! Disparity is Down!

Longitudinal Applicant Data (Total Apps by Ethnicity)



Plan Highlight

Reduction in Adverse Impact

	Applied - Overall			Interviewed - Overall			Selection Impact <80%			Hired - Overall			Hired Impact <80%		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
White	834	803	927	77	77	215				17	18	42			
Hispanic	690	732	939	80	106	218	126%	151%	100%	25	31	44	178%	189%	103%
Other	213	259	658	15	21	166	76%	85%	109%	5	7	26	115%	121%	87%
Non-White Total	903	991	1597	95	127	384	114%	134%	104%	30	38	70	163%	171%	97%
	Applied - Admin			Interviewed - Admin			Selection Impact <80%			Hired - Admin			Hired Impact <80%		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
White	46	79	80	5	6	23				2	1	2			
Hispanic	19	52	35	2	8	10	97%	203%	99%	0	2	0	0%	304%	0%
Other	12	37	89	1	3	19	77%	107%	74%	0	0	3	0%	0%	135%
Non-White Total	31	89	124	3	11	29	89%	163%	81%	0	2	3	0%	178%	97%
	Applied - Faculty			Interviewed - Faculty			Selection Impact <80%			Hired - Faculty			Hired Impact <80%		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
White	318	322	302	10	11	80				3	11	6			
Hispanic	93	173	52	5	2	16	171%	34%	116%	1	1	2	114%	17%	194%
Other	88	129	134	1	3	41	36%	68%	116%	1	3	1	120%	68%	38%
Non-White Total	181	302	186	6	5	57	105%	48%	116%	2	4	3	117%	39%	81%
	Applied - Classified			Interviewed - Classified			Selection Impact <80%			Hired - Classified			Hired Impact <80%		
	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022	2020	2021	2022
White	470	402	545	62	60	112				14	16	23			
Hispanic	578	507	852	73	96	192	96%	127%	110%	23	27	41	134%	134%	114%
Other	113	93	435	13	15	106	87%	108%	119%	4	4	18	119%	108%	98%
Non-White Total	691	600	1287	86	111	298	94%	124%	113%	27	31	59	131%	130%	109%



DEIA Webpage

Presented by: Mackenzie Greeley

Let's Take A Tour

Resources, Initiatives, & Events all in one place!



DIVERSITY, EQUITY, AND INCLUSION

About

Events

Español

Home / DEIA

About DEIA/EEO Committee

Community College through DEIA Lens



Professional Development

Presented by: Ruben Ramirez

Center for Organizational Responsibility and Advancement (CORA)

Available Courses



- ❖ LatinX Ally
- ❖ Designing Equity Minded Professional Learning Programs
- ❖ Racelighting
- ❖ Black Ally Program
- ❖ Course Design for Racial Equity
- ❖ Black Minds Matter
- ❖ Best Practices For Teaching in the Community College
- ❖ Racial Microaggressions
- ❖ Unconscious Bias
- ❖ Teaching Boys and Young Men of Color
- ❖ Supporting Men of Color in the Community College
- ❖ Teaching Men of Color in the Community College

*Each course is approx. 15 hours consisting of 4 modules and a live video session and must be completed **30 days from registration**. Learners receive a certificate of completion accredited by IACET with 1.5 CEUs.*



Building the Bulldog Pack

1:50 – 2:05PM Break / Activity





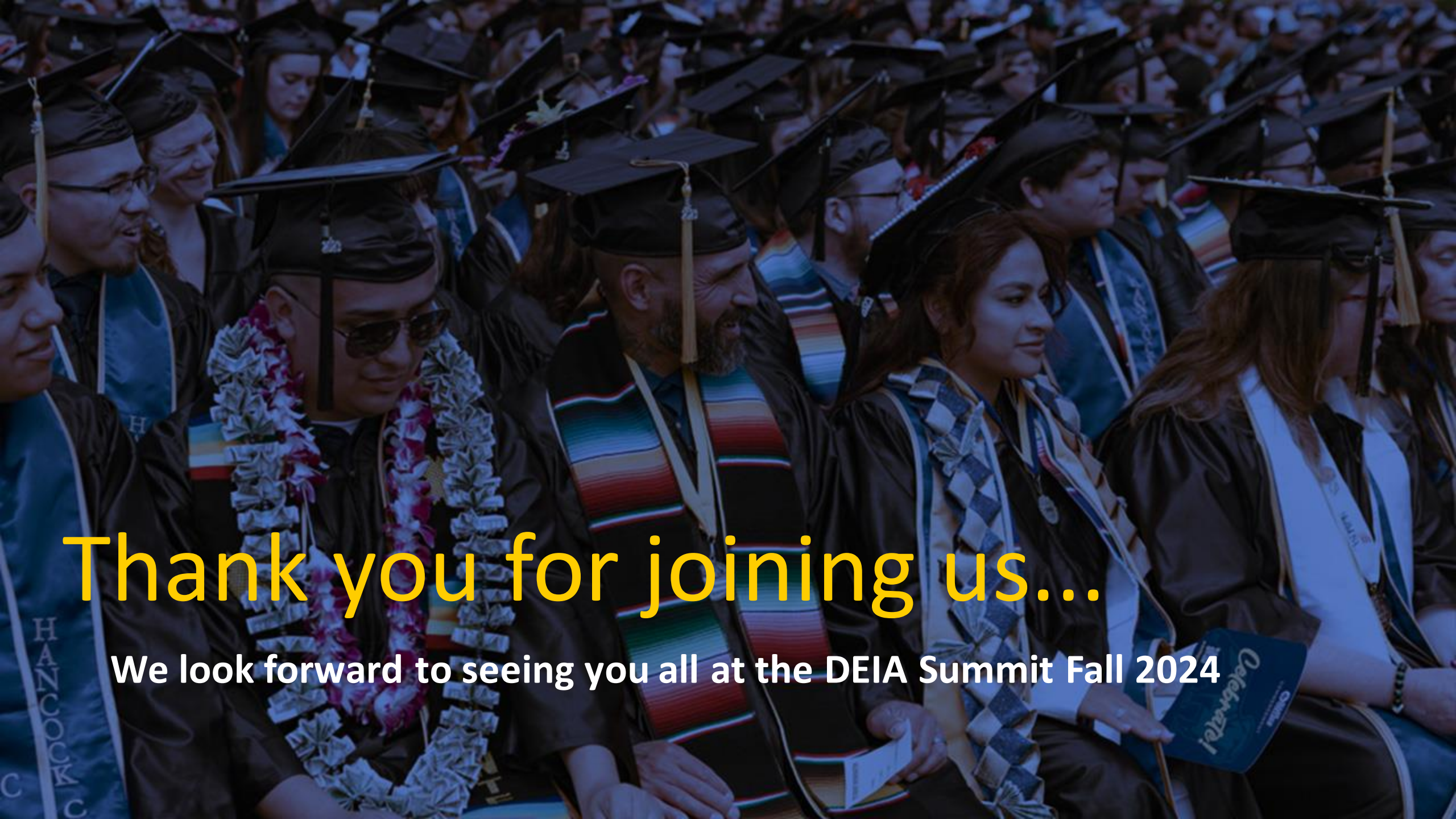




Panel Discussion

2:05 – 3PM Students, Staff, Faculty & Administrators





Thank you for joining us...

We look forward to seeing you all at the DEIA Summit Fall 2024