

Equity and Engagement Division Dean's Summary

April 2018

Under the supervision of the Dean, the Equity and Engagement Division is a newly created division established fall of 2017. The division houses several campus-wide instructional support programs:

- ***Office of Equity, Social Justice, Multicultural Education (Equity): Jean Miller Resource Room for Women, Gender and Sexuality****
- **First Year Experience (FYE)**
- **Honors**
- **Learning in Communities (LinC): IMPACT AAPI***
- **Puente Project**
- **Student Success Centers (Tutorial Services)**
- **Student Success and Retention Services (SSRS): Summer Bridge***
- **Umoja**
- **Vasconcellos Institute for Democracy in Action (VIDA): Higher Education for AB540 Students (HEFAS)* and Latinx Empowerment at De Anza (LEAD)***

* No separate program reviews submitted since they are incorporated in existing programs.

The new Division centers on equity and engagement across the campus through facilitated instructional programs and integrating student services along with community engagement opportunities. This focus allows for greater collaboration across the programs, more intentional program development and greater coordination of resources. This year we have already begun collaborations with division partners that include an all student employee Equity Training; Engagement and Community Conversation Series; Lit Lunch series highlighting equity best practices among faculty, staff, administrators and students; UndocuAlly training and an upcoming program coordinators retreat. We are also exploring other opportunities with Men of Color, Jean Miller Resource Room and the restructuring of the LEAD program as a community engagement learning community.

The division underwent staff changes this academic 2017-2018 year and as a result we began to realign services and programming for the year based on capacity. Beginning fall 2017, the full time faculty director for the Office of Equity transitioned to classroom instruction and the Faculty Director for the Student Success and Retention Services was selected to become the new Dean. The division gained a Dean's position dedicated to administrative leadership centered on equity and engagement campus-wide instructional programs and support. As we move forward, we are assessing how to best structure existing programs to better serve students especially our disproportionately impacted student populations while addressing several external initiatives such as AB705, Guided Pathways and the decline of student enrollment on our campus.

In light of these factors, several of our programs continue to demonstrate strong student retention and success. For the 2016-17 year, VIDA was able to hire a program coordinator as a result of a combination of outside community funding. This allowed for a program coordinator to work on budgeting and coordinating programming with student interns, campus wide projects and coordination support. Last year, 2,147 students enrolled in service learning courses steadily working toward the De Anza's metrics for accreditation for 6% (currently at 4.4%) of students enrolling in at least one course each fall. The campus Honors program did experience a drop in enrollment however; it continued to demonstrate a high success rate of 92% for AY 2106-17.

While the college has experienced a decline in student enrollment, the cohort programs continue to have strong enrollment, course success and retention rates for our disproportionately impacted students (DIS). Overall, student success rate for the LinC program for AY 16-17 was 81%. For the DIS populations the success rates are as follows: Latinx 79%; African Ancestry 74% and Filipino 84% and Pacific Islander 100%. The LinC program's successful IMPACT AAPI CREM cohort, supporting underserved Asian American and Pacific Islander subgroups, did experience a decline in Filipino and Pacific Islander population due to fewer dedicated sections and counseling support. In an effort to continue to support and grow this successful cohort program a dedicated part-time counselor was hired to work specifically with the IMPACT AAPI populations and cohort beginning Winter 2018. Similarly, the success rates for the SSRS cohort programs are as follows: FYE 89%; Puente 93%; and Umoja 73%. We recognize these programs demonstrate a high success and retention rates and are currently in conversation on how to scale up these cohort programs to creatively retain and increase student enrollments.

In anticipation of the new AB 705 guidelines, there will be an increased need for academic support for students in college level classes who might previously been placed in basic skills level courses. We will need to re-examine our current services and courses/workshops based on the recommendations of the divisions and student needs. The implementation of AB 705 will impact the Math Success Center, Writing and Reading Center, Listening and Speaking lab as well as the Learning Communities, Student Success and Retention Services cohort programs and our disproportionate impacted students not receiving services or being served in a program. We will work collaboratively with the Language Arts and Math Department to support this important change since it will affect our students in their ability to achieve their goals.

In order for the college to continue to meet its mission, institutional core competencies and strategic planning and equity initiatives, our programs will need continued support to grow and to maintain the high success rates already in place. Many of our programs are staffed with faculty directors/coordinators (part-time or full-time) and supported with limited "B" budgets. The majority of our funding comes from BSI, Student Equity Initiative, SSSP and community partnership grants. This funding allowed the Office of Equity, LinC, SSRS, VIDA and Student Success Centers to increase staff capacity and program development during 2016-2017. The Office of Equity continued to provide vital program development support, consultation and evidence based practice trainings, workshops and community conversations to faculty and staff to support the equity work across divisions and programs. As we redefine the role of the Office of Equity, it will continue to serve as the central resource center for the division's work and the college's strategic planning.

As we align programs and integrate services within the division to respond more effectively to upcoming changes, highlighted below are some of the most critical needs:

- 1. The Office of Equity, Social Justice and Multicultural Education:**
 - A full-time Faculty Director
 - Additional \$5000 to support Equity Core Team programming
 - A Part-time Coordinator for the Jean Miller Resource Room for Women, Gender and Sexuality.
- 2. First Year Experience:**
 - Full Time Counselor to increase success/retention of DIS populations.
- 3. Honors:**

- Reassigned time for Honors Coordinator
- Student Intern for 20 hours a week to help with coordination.

4. Learning in Communities:

- IMPACT AAPI Full time Counselor. This would address the need to sustain the support of our AAPI students through a dedicated cohort.
- Budget Augmentation for \$5,000 that will go towards supporting Annual Summer Institute for faculty, program coordination, training and mentoring of LinC faculty participants and creation of additional transfer-level pathways, specifically including GE courses.

5. Puente Project:

- Faculty Compensation (\$1000) for Reading Instructor, for the coordination and assessment of programs and curriculum with the Puente English Instructor
- .250 FTE Reassigned Time for dedicated Writing Instructor for two quarters (Second cohort)
- 1 FTE Counselor for development of 2nd cohort.
- Budget increase of \$5000 for program development of the mentoring component and operation of 2nd cohort
- Mentor Coordinator-Faculty Additional Pay \$1,000 per academic term (\$3,000 annual).

6. Student Success Centers

- Instructional Support Coordinator (due to retirement)– for General subjects tutoring and support for WRC and upcoming AB 705 changes.
- All Tutor/Peer/Intern Equity Training for 175 students working in the Equity & Engagement division - \$6,300.00
- “Budget increase of \$84K to cover student salary increase and reduce one-time funds from DASB and BSI and prevent cuts in tutoring services

7. Student Success and Retention Services:

- SSRS Faculty Director/Counselor position -to lead, train and direct faculty and staff working in cohort programs; provide supervision and operation of the Center
- SSRS Staff Program Coordinator II position to lead students, mentors and maintain success data and budgets for college and state mandated reports.
- Currently, we need a larger space to accommodate student use since the center has exceeded the room capacity during peak hours. This is especially critical as we look ahead to expanding cohorts.

8. UMOJA

- Dedicated full time English and Reading Faculty assigned to program.
- Full time tenure track dedicated Counselor

9. VIDA

- Institutionalize the VIDA Program Coordinator given the transition to a Program Coordinator II that expanded the scope of responsibilities to include budgeting and director of HEFAS.

- VIDA programming space is requested. The need is for a large training room; and to secure a more permanent space for HEFAS. The ECOT classroom (ECOT-1) is ideal because of its location for programming work.